# labour gazette

da Department of Labour

August 1969

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# Canada Department of Labour Publications

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00 (Bilingual). Cat. No. L2-550.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price $2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

**(Continued on inside back cover)**

# labour gazette

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*Cover photograph* — Toronto was the site of the CMA's annual meeting this year. See "Shaping the 70s" on page 452.

## Chairman named to prices commission

Dr. John H. Young, former Dean of Arts at the University of British Columbia, has been named Chairman of the Prices and Incomes Commission (L.G., March, p. 154). An academician, economist and author, he will head the new federal agency that will determine the progress of the Government's program to halt inflation. His appointment was announced on May 20 by Consumer and Corporate Affairs Minister Ron Basford.

Dr. Young received both his B.A. and M.A. degrees at Queen's University, and his Ph.D. from Cambridge. He served with the Defence Research Board from 1951 to 1953. He then joined the faculty of Yale University, where he remained until 1960. At that time he became head of the Department of Economics and Political Science at the University of British Columbia, and was later appointed Dean of Arts.

Dr. Young worked for the Royal Commission on Canada's Economic Prospects and as Assistant Director of Research for the Royal Commission on Banking and Finance. He made an extensive study of the cost of tariff protection to the Canadian economy, which was published under the title, *Canadian Commercial Policy*. He co-authored another extensive study, *The Effects of Monetary Policy on Corporations* for the Royal Commission on Banking. He has written also a study of the Economic Council of Canada's fourth annual review, which was published by the Private Planning Association of Canada.

## Workers in two B.C. firms get shorter work year

By sacrificing 30 minutes of leisure time a day, twelve employees at Mainland Cable Service Ltd., in Vancouver, B.C., members of Local 213, International Brotherhood of Electrical Workers, and five employees of Western Cablevision Ltd., in New Westminster, B.C., will get an additional three weeks added to their annual vacations. The employees will receive the three weeks after a year of working an eight-hour day, 40-hour week. The Western employees get a regular three-week vacation after five years service, and four weeks after 20 years service. The new two-year contracts in the cable tv business provide a top rate of $5.22 an hour starting June 1, 1970.

Photo by Schiffer

Dr. John H. Young

## COMING EVENTS

*Oct. 27-29*—Conference of labour, management and Government on industrial relations sponsored by the Canada Department of Labour. Ottawa.

## Claude Jodoin scholarships presented to first winners

First winners of the $1,500 Claude Jodoin scholarships for the Labour College, Montreal (L. G., July 1968, p. 377) are Louis Blanchard and John Tyrrell. The presentation was made at the opening of the seventh term in May.

Mr. Blanchard of Shawinigan, Que., is a member of Local 256, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Mr. Tyrrell of West Hill, Ont., is a member of Local 161, International Chemical Workers Union.

At the opening exercises, CLC Executive Vice-President Joseph Morris said that the contribution of previous graduates from the college has already proved the worth of the institution. He said that about 22 per cent of the graduates were elected to more senior offices in their locals, and another 17 per cent had moved to full-time jobs in the union movement. Another 45 per cent have since taught courses in their own unions or district labour councils.

## Labour leader appointed federal conciliator

A. A. "Bud" Franklin, President of t Manitoba Federation of Labour (CL has resigned from the Federation a from his job as international represen tive of a union to work with the Cana Department of Labour in Vancouver. M Franklin has been, since 1949, a represe ative of the International Union of Uni Brewery, Flour, Cereal, Soft Drink a Distillery Workers of America (AFL/C CLC). He became a conciliation offi with the Department on June 2.

The veteran labour leader, who is Vice-President of the Canadian Labo Congress (CLC), is highly regarded Manitoba by unions and the provinc Government, and has held several po tions on boards and committees. Amo these are the Target for Economic Dev opment Commission (TED) and the Ma itoba Export Corporation. He was also member of the labour-management revi committee of the Prime Minister's Ta Force on Labour Relations (L. G., M p. 269).

Mr. Franklin's first union membersh in 1938 was in Local 1, Canadian Co gress of Labour Department Store Unio He held several offices in this local a later in Local 468 of the Retail, Who sale and Department Store Union, a served as an international representat for RWDSU from 1947 to 1949. He v president of the Manitoba Federation Labour from 1962 to 1965 and v elected President in 1968 for anot three-year term.

## Report on IR research to be published

The 1969 edition of *Labour and Ind trial Relations Research in Canad Progress Report* is now being prepared publication early next year. *Prog Report* was launched last year in attempt to fill a serious information ga the research community. It is hoped t it will increase the exchange of infor tion among research personnel as wel make them more aware of developm in their field of interest.

Anyone who is engaged on a resea project in labour or industrial relation urged to write Richard Carver, Pu Relations and Information Services Brar Canada Department of Labour, Ottaw

## Tripartite conference to be held in Ottawa

A national tripartite industrial relations conference will be held in Ottawa, October 27 to 29. Announcing the conference, Labour Minister Bryce Mackasey said that it is "one of the more publicly obvious initiatives the Department is taking to improve the quality of effective dialogue between labour, management and government." More than 200 representatives of labour, management and government are expected to participate.

Mr. Mackasey observed that the conference would be a fitting tribute to the 50th Anniversary of the International Labour Organization. He said that the conference will seek, "through free and open discussion, to clarify the respective responsibilities of unions, management and governments in working toward more industrial relations in the public interest."

## x-country federation trade unions formed

Labour unions in the six countries onging to the European Common rket have formed a federation of 000,000 members to press for further egration of Europe based on democratic nciples. The European Confederation Free Trade Unions in the Community laces the European Trade Union retariat that had the task of defending interests of the workers at the Com- n Market level.

The group has called for a democratiza- n of Common Market institutions and establishment of a parliament elected universal sufferage. The opening of otiations with other European coun- s that have requested Common Market mbership should be dealt with imme- ely, the federation says. But it would lude Spain, Greece and Portugal.

ndré Kloos, President of The Nether- ds Trade Union Federation, was elected sident of the new federation, and Theo schaert, of the Belgian FGTB, was ted General Secretary. The group has ed also for the establishment of a cy representing member countries that d make decisions by majority vote. the federation wants workers' and loyers' groups to be consulted at all es of decision making.

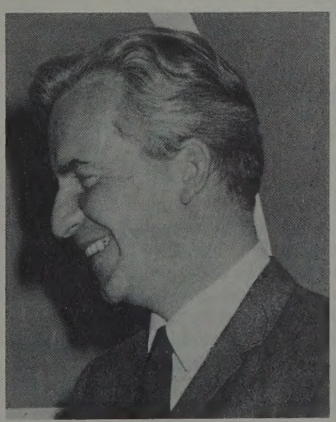
## Former sea captain named AFL-CIO Secretary-Treasurer

J. L. Kirkland, a former sea captain, has been elected Secretary-Treasurer of the AFL-CIO, succeeding W. F. Schnitzler who has retired. Mr. Kirkland, 47, had been executive assistant to AFL President George Meany.

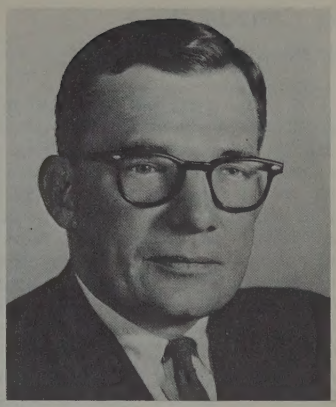
Mr. Kirkland has never been president of an international union, but rumors have it that he has a good chance of succeeding President Meany. Mr. Kirkland has been a key figure in resolving many difficult maritime problems, and he helped bring about the settlement of the 1967 New York City transit strike. He has also written many key AFL-CIO documents and has been Mr. Meany's right-hand man.

Mr. Kirkland was on the staff of the AFL-CIO but left in the mid-1950s to become research director and assistant to the president of the International Union of Operating Engineers. Mr. Meany brought him back in 1961 as his executive assistant. Mr. Kirkland is President of the Institute of Collective Bargaining and Group Relations and is a Director of the American Foundation on Automation and Employment.

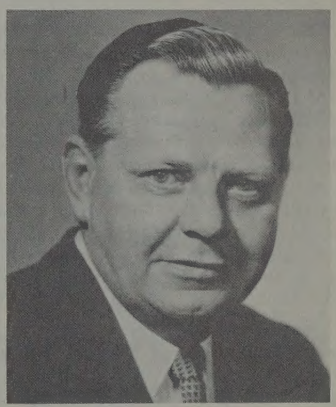
Mr. Schnitzler was one of the key architects of the AFL and CIO merger in 1955 and will be retired with the title of Secretary-Treasurer Emeritus. His union work began in 1933 with the Bakery and Confectionery Workers International Union of America. He became business agent of his local in 1934 and an international representative in 1937. He rose through the ranks of the union, becoming general representative, second vice-president and financial secretary. In 1946, he was elected general secretary-treasurer and was chosen as president in 1950. Mr. Schnitzler was a member of the AFL team that met with a CIO team to plan the merger of the two groups.



André Kloos



J. L. Kirkland



W. F. Schnitzler

## Drug addicts, lawbreakers termed "handicapped" in U.S.

Persons with a history of drug addiction and law offences are now officially recognized as handicapped and will be served as such in all manpower programs, U.S. Secretary of Labor George P. Shultz has announced. "Applicants in these categories need every possible assistance in their search for employment and in their efforts to make themselves employable," said Secretary Shultz.

The coding system recognizing various handicaps in job-seekers dates back to the 1930s. In 1963, mental retardates were given a separate coding, and in 1966, alcoholics were recognized as handicapped. Federal-state employment services make special efforts to find jobs for handicapped persons, often persuading employers to modify hiring requirements or to adapt the work environment to the capabilities of particular individuals. Physical and mental impairments limit the ability to work of 16 million Americans 17 years of age and over—and this figure doesn't include those handicapped by alcoholism.

## Air Canada strike ends after one month

The 112-aircraft fleet of Air Canada was grounded for a month beginning April 21 in the second strike against the Crown corporation in its 31-year history. The strike by the 6,300 members of the airline unit of the International Association of Machinists and Aerospace Workers ended following resolution of the dispute with the aid of two federal mediators. With Labour Minister Bryce Mackasey attending as an observer, mediators Bernard Wilson and W. P. Kelly met successfully with union and management negotiators in Department of Labour offices at Montreal in a third attempt to settle the dispute.

The talks broke down in April when the union walked out after rejecting a company offer that failed to grant the IAM's demand for wage parity with counterparts employed by airline companies in the United States. The old contract, which was negotiated two years previously after a two-week strike, expired December 31, 1968. Mr. Kelly was appointed to mediate in the current dispute before the walkout occurred, but he was unable to help the two sides reach agreement.

The unions cried "government interference" when Prime Minister Trudeau told the Commons that Air Canada couldn't afford to give the workers wage parity, and called the company offer "an extremely generous one." No wage guidelines had been set for the Air Canada agreement, he said, but as it turned out, the final settlement was in line with other recent settlements concerning workers in federal industries. Any requests for direct government action to end the strike in the public interest were rejected by both the Prime Minister and Labour Minister Mackasey. Mr. Mackasey told reporters that there would be no government legislation to settle the strike, even if it lasted until Christmas, and that he would "absolutely not" intervene personally in the dispute. To meet the increased demands for air transport services upon other airlines, CP Air added five extra transcontinental flights to its normal six. Quebecair and other regional air carriers all reported increased volumes of business.

During the month-long strike, talks between the two sides and with federal mediators broke off twice. The third attempt at resuming the talks proved lucky, however. The final settlement terms, reached on May 17 and ratified by the workers on May 20, awarded the machinists a wage increase of 16 per cent over 26 months, beginning January 1, 1969. In addition to percentage increases of 9 per cent at the start of the agreement and 7 per cent effective March 1, 1970, it was agreed that a special adjustment of $5 a month would be applied to the top of each scale beginning on each of these dates. Further, employees covered by the agreement would receive longevity pay of 4 cents an hour after 11 years service. Other fringe benefits included group comprehensive health insurance and medicare, an extra day holiday, and several changes in working conditions. A union spokesman estimated that the wage and fringe benefit package totalled 22.5 per cent.

## Construction wages rise 11.2 per cent

Wage rates in the construction trades in Canada rose by an average of 11.2 per cent between December 1, 1967 and December 1, 1968, compared with a 9.9-per-cent rise during the previous year. These figures include vacation pay assessments, but not employer-paid welfare-benefit payments.

Released in May by the Canadian Construction Association, these statistics were gathered in a regular survey of basic working conditions in 18 main building trades in 32 principal Canadian centres as of December 1, 1968.

Commented CCA President Mark Stein: "I am disturbed by these statistics and by this year's pattern of strikes and wage demands in the construction industry. They have been as high as 54 per cent in one year. Upon assuming the presidency of the CCA earlier this year, I expressed the fear that labour's demands—if they followed the 1968 pattern—would have no bearing whatsoever on productivity, the cost-of-living index, or the ability of the economy to support them. These fears appear to be increasingly justified."

## Bargaining begins for Nova Scotia nurses

Nova Scotia's registered nurses have approved the principle of collective bargaining, and several staff nurses' associations have now been formed for this purpose. The first application for certification was presented to the provincial Labour Board by the Staff Nurses' Association of the Highland View Hospital in Amherst. A hearing was held on May 12, and word was received a week later that the association was certified, excluding the shift supervisors and those above that rank.

## Ontario raises minimum of disability pensions

Increased minimum pensions for wor
ers disabled in occupational accide
have been introduced by the Governme
of Ontario. Labour Minister Dalt
Bales announced in May that, unc
amendments to the Workmen's Compe
sation Act, more than 7,400 pensione
are to receive increases effective July
The new minimum is $175 a month f
all workers who are permanently a
totally disabled. The former minimu
was $100 a month.

The Government claims that the n
minimums are the highest in Canada a
will cost industry $1,200,000 annually f
10 years. Pensions for permanent part
disability will be paid proportionately. F
example, the minimum for a man w
50-per-cent disability is $87.50.

Minimum payments for workers w
suffer temporary total disability w
raised from $30 to $40 a week, or
high as actual earnings that are less th
$40 a week at the time of the accide
Most workers getting these pensions w
receive larger amounts, because th
normal earnings are higher than the m
imum. Pensions are calculated on
basis of 75 per cent of earnings up
$7,000 annually, the meximum pension
permanent or temporary disability bei
set at $101 a week.

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## Unemployment Insurance Fund — April

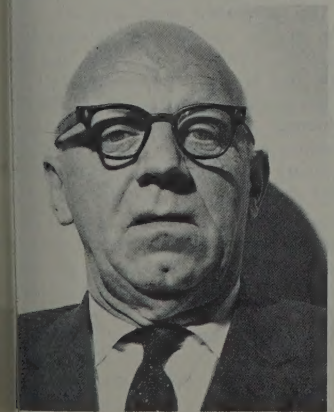
During April, 36,582 investigations w
completed across Canada. Of these, 30,
were on-premises investigations, and 3,
were selective investigations of claims
verify the fulfilment of statutory con
tions. The remaining 771 formal investi
tions and 2,022 post-audit investigati
were in connection with claimants s
pected of making false statements
obtain benefits. Punitive disqualificati
numbered 1,639. Prosecutions were
gun in 198 cases, one against an emplo
and 197 against claimants. These do
include employer prosecutions begun
the Revenue Branch, and do not necess
ly relate to the investigations conduc
during this period.

Revenue received by the Unemploym
Insurance Fund in April totalled $
956,367.93 compared with $48,749,07
in March and $32,553,586.35 in A
1968. Benefits paid in April tota
$61,890,539 compared with $66,4
570.04 in March and $53,345,217
April 1968. The balance in the Fund
April 30 was $357,037,015.17, compa
with $382,638,687.36 on March 31
$278,857,651.48 on April 30, 1968.

## ppointments

**hn Simonds** is the new Director of the ternational Affairs Department of the nadian Labour Congress as of June 1. fills the post formerly held by A. L. pworth, who is now the Director of the .C's Education Department Simonds s formerly an international representa- e of the Bakery and Confectionery orker's Union and was also a regional e-president of the CLC from 1962 to 7, when he joined the Congress staff as istant director of the Organization De- rtment.

**of. J. Tait Montague,** head of the Insti- e of Industrial Relations at the Univer- of British Columbia (L. G. 1962, p. ), has resigned from his post and will ch at York University in Toronto. f. Montague has been at UBC since 2. Prior to this, he had been a staff mber of the Economics and Research nch of the Canada Department of bour for 14 years. Dr. Montague re- ed his Bachelor's degree from the versity of Western Ontario and his ster's and Doctor's degrees from the versity of Toronto. He has written ex- tively in the industrial relations field.



Donald T. Cochrane

## Co-author of U.S. Act

A co-author of the Taft-Hartley Act, Fred A. Hartley, has died at 67. A former Republican member of the U.S. House of Representatives, Mr. Hartley joined with the late Senator Robert A. Taft in sponsoring the legislation that outlawed the closed shop and gave workers the right not to join a union (L.G. 1947, p. 943).

Mr. Hartley was a Representative for 21 years, but he gave up his seat in 1949 to become a business and legislative consultant, and he undertook a lecture tour to support his controversial bill. Until the birth of the bill over President Harry S. Truman's veto, Mr. Hartley was known only as a "good conservative Republican." But in the 80th Congress, he was named chairman of the House Labor Committee.

Summarizing his contribution, Mr. Hartley said in 1948: "To my mind, the Taft-Hartley Act represents the greatest single contribution made by any political party for the past two decades. It corrects in a single piece of legislation the outstanding mistakes of the New Deal."

## Maritime Conciliator

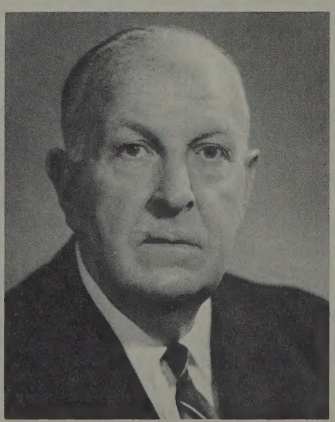
Donald T. Cochrane, the Canada Department of Labour's Chief Conciliation Officer for the Atlantic Region, has died at the age of 62. Mr. Cochrane became an industrial relations officer for the department in 1953. Before this, he had been a member of the New Brunswick Legislative Assembly from 1944 to 1952. From 1947 to 1952, he was vice-chairman and general manager of the New Brunswick Power Commission.

In his early years, Mr. Cochrane had been a weaver at Canada Cottons, now the Hamilton Cotton Company, Ltd., in Marysville, N.B., and became active in the work of the United Textile Workers of Canada. He had been president of his local. Mr. Cochrane had a lifetime interest in baseball. He coached and managed the Marysville Royals baseball team when it took the New Brunswick senior championship during the 1946-47 season.

## Labour Relations Director

William H. Barnes, Ontario Hydro's Director of Labour Relations, has died, aged 59. He was appointed Director of Industrial Relations in 1957 and the title of the office was changed in 1962.

Mr. Barnes was born and educated in Prescott, Ont. He served with the Canadian Army for five years during World War II. Before joining Ontario Hydro, he was with the Canada Department of Labour as District Supervisor, Canadian Vocational Training, from 1945 to 1948. He joined Ontario Hydro in 1948 and served as personnel officer at Chenaux, Des Joachims, and the Sir Adam Beck Niagara Generating Station No. 2. He was one of Hydro's representatives to the Canadian Manufacturers' Association, the Toronto Construction Association, the Personnel Association of Toronto, the Canadian Electrical Association, and the American Management Association.



*Ashley & Crippen*

W. H. Barnes

# BOOK REVIEWS

## Industrial Retraining

*Technological Redundancy in a Small Isolated Society*, by Roy E. George; Industrial Relations Centre, McGill University; 176 pages; $4.00.

In a rapidly changing industrial society, how are men to be retrained in new job skills to replace old ones as they become obsolete? At the core of this question is the problem of keeping men working after there is no longer a demand for their labour, because of technological innovations. The author was commissioned to write a case study of how one committee attempted to minimize the disruptive effects of change through labour-management-government co-operation.

A group of 550 stevedores, who worked in the Canadian National terminal in North Sydney, N.S., and handled freight on its way to Newfoundland, faced unemployment as a result of new handling methods and faster service. Although this number was a drop in the bucket compared to the total unemployment figure for Canada, it represented a major calamity in a town of 8,600 people. To compound the problem, alternate job opportunities in the area were scarce.

The story is told with understanding and humanity in an easily read account of the obstacles encountered, and it contains some of the lighter incidents that arose. The book describes how the various training and retraining programs were conducted. In addition, it includes a detailed account by Dr. Horace Beach of Dalhousie University of the full-scale counselling program undertaken in conjunction with the project.

*Judicial Review of Decisions of Labour Relations Boards in Canada*, by Jan K. Wanczycki; Queen's Printer, Ottawa; 37 pages; 50 cents.

The labour relations boards in each jurisdiction in Canada are the principal bodies to carry out the policies for well-ordered employer-employee collective bargaining negotiations. The statutes setting them up in each case provide that the board shall have final and exclusive jurisdiction in making its decisions and awards. This is often backed up by privative clauses ousting the power of the ordinary courts to review the decisions by means of prerogative writs and orders. Why, then, do courts ignore the legal provisions, to question — often overruling and quashing — the decisions of the boards?

This booklet is a must for students of administrative, particularly labour, law. It updates much of the material provided in textbooks on the subject, and includes some of the key judicial decisions of recent court reviews of labour board proceedings. It describes the nature of the tribunals, the authority given them by statute, and the grounds on which the courts will review and uphold or set aside board decisions. For each of the grounds of court review, it traces the setting of precedents through common law tradition.

*Handbook of Employer-Employee Rel tions in Canada*, by A. C. Crysler; CC Canadian Limited, Don Mills; 392 page $12.00.

This handy reference work sets ou topic by topic and in concise form, th basic provisions in employer-employ legislation and orders. The two divisio of the book, labour relations and wag compare by topic all the statutory pr visions in both provincial and feder jurisdictions.

*Origin and Evolution of the ILO*, David A. Morse; Cornell Universit Ithaca, New York; 125 pages; $3.50.

The Director General of the ILO pr sents here three lectures, first deliver at Cornell, in which he describes t formation and growth of the ILO become one of the foremost internatio agencies. In a highly readable and i formal account, Mr. Morse deals with t historical development of the ILO fr its formation to the early postwar perio its response to the changing needs of t developing nations and the new prosper of the developed ones, and its pres role in the world community. In t account, which is published in conc with the ILO's 50th anniversary, M Morse gives a general survey of the ma influences that shaped the ILO, a provides readers with an introduction a history of international social devel ment projects.

# 50 Years Ago

*In the Labour Gazette, August 1919*

*he Dominion Trades and Labour Congress ere taking steps to combat the idea of the ne Big Union in Western Canada, a mily of five could get by nicely on ',558, and welfare and profit-sharing hemes were flourishing.*

HE MORE everything changes, the more it is the same." ose who think that there is greater social awareness today n 50 years ago should turn to the August 1919 issue of the BOUR GAZETTE.

n Amherst, N.S., a joint management-committee was ated to give workers at the Robb Engineering Works Ltd., a ler interest in and more responsibility for their working con- ions, with a voice in policy matters and a share in the in- asing prosperity of the industry. Workers were also offered nnical education and training. And in Durham, North rolina, 11 hosiery mills owned by General Julian S. Carr e trying out an interesting experiment. The mills, employing ut 5,000 persons, were to be controlled under the form of a i-democracy based on the Government of the United States. m among themselves the employees were to constitute a use of Representatives, the managers and department heads e to form a Senate, and the owners would be the Cabinet. matters of importance to the mills were to be brought be- the mill government, and employees were even allowed to e up their own wage scale. The scheme was devised not be- se there was dissatisfaction among the workers, but because owners preferred an interlocking organization working anoniously together.

profit-sharing scheme was adopted by the New York State e manufacturing firm of Endicott, Johnson & Company, i plants employing 12,000 persons. The owners made the fol- ng announcement to their employees: "Due to our mutual rts, our leather and shoe business has grown from $600,000 o 75,000,000 annually, with possibilities for future develop- t so great we feel the business would be strengthened and interests of all better guaranteed under the form of a corpo- tion than a private ownership. Invested capital and manage- t of this business is entitled to a fair return for its risk and rts. Labour is entitled to fair wages, good working condi- s, reasonable hours and fair treatment. Accordingly we an- nce the following plan: Each year after the 7 per cent vidend has been paid on the preferred stock, and 10 per cent t side on the common stock, the balance of profits, if any, be split 50-50 between the workers and the owners of the mon stock. Every worker who has been in the employ of company throughout the entire year will share and share , which means that the highest paid and lowest paid worker, all between, receive the same amount either in common stock or cash at the option of the directors. Divisions made once a year. Plan commences as of Jan. 1, 1919. First division as soon as possible after Jan. 1, 1920."

A bill was introduced in the United States Congress for the creation of a bureau of housing and living conditions in the United States Department of Labor. It was proposed to appropriate $250,000 to investigate the housing and living conditions of the industrial population, conduct research into poverty and the elimination of slums, reduce construction costs, finance the construction of houses, and assist communities during a current housing shortage to make use of existing available housing facilities.

Cost-of-living budgets for a family of five, and for persons without dependants were under the usual scrutiny of the Canada Department of Labour. It was estimated that a man, wife, and three children needed a total annual salary of $1,558, broken down as follows: food, $635; clothing, $271; fuel and light, $97; rent and shelter, $255; all other, $300. For a person without dependants, the annual expenditure was estimated as: food or board, $312; lodgings, $180; clothing $152; all other, $259. The total is $903.

The Dominion Trades and Labour Congress was taking steps to combat the movement in Western Canada for the One Big Union. Mr. R. A. Rigg, a former member of the Manitoba legislature and former secretary of the Winnipeg Trades and Labour Council, was appointed official deputy for Western Canada by the president of the Congress. Referring to his appointment, Mr. Rigg said, "My work will consist of general organization, but I will give special attention to the situation developed as a consequence of the propaganda of One Big Union ideas. The policy of the Dominion Trades and Labour Congress is to maintain and re-establish the existing international trades union relations. Every influence of the Congress will be exerted to avoid the disaster which threatened the trades union movement as a consequence of the disruptive tendencies which are involved in O.B.U. propaganda."

One of the articles concerned a mutual benefit society initiated by the Dominion Chain Company of Niagara Falls among its 200-odd employees. For an initial fee of $1, and 50 cents a month thereafter, members were entitled to from 12 to 52 weeks payments, depending on length of service; a gift of $25, free medical attendance and nursing for a birth in the family; a death benefit of $100 for funeral expenses; a life insurance policy of up to $5,000; insurance against permanent disability for whose with 10 years service; annual vacations with full pay and a company-sponsored travel service for the best possible vacation; the services of a graduate nurse in time of illness; and free legal advice for members and their families. The G. W. Robinson Co., Limited, of Hamilton, Ont., too, had just made its 20th annual division of profits among its employees. In addition to the bonus, a victory bond was given to everyone who had been in the company for one year or more.

# Let The Buyer Beware

STRIKES, student uprising, riots in the slums and ghettos. These are the troubled signs of our times. And although there are deep psychological and socio-economic reasons for the general state of malaise, there are those observers who believe that most of our troubles are precipitated by the mass media manipulation that keeps the public clamouring for bigger and faster cars and two- and three-car garages to keep them in, larger and more gadget-equipped houses, and those standards of excellence in face, figure and personality with which so few can identify.

A man who is deeply concerned about the "Big Seller Takeover" is John Fisher, a former public relations and advertising man, who has written a book titled *The Plot To Make You Buy*. Formerly Chief of Marketing with the Salada Corporation, Mr. Fisher is now a free-lance writer and broadcaster who regularly decries the Madison Avenue message that motivates people to hunger after things they neither want nor need. "What makes consumers so utterly stupid?" he asks. Why do marketing and advertising men constantly dupe them, with apparently enthusiastic co-operation? Why do consumers flock to buy specially packaged men's cologne, containing half the quantity at twice the price of an identical feminine product that was a licence to steal in the first place?

"How can we account for the fantastic success of synthet orange juice . . . masquerading in cunningly designed fo pouches and metal cans, produced at a factory cost of abo 3¢ a unit and yielding over 800 per cent profit? And who responsible for the almost total abdication of cooking ski in North America because our wives cart home high-co cake mixes, ready-made pastry, frozen cookie dough, insta rice, instant coffee, instant potatoes, quick this and convenie that, while we husbands grumble about the high cost of food?

These were some of the questions Mr. Fisher asked a gathe ing of union leaders, students of economics and politic science, and Mr. and Mrs. Average Consumer at Algonqu College in Ottawa on May 14. They are difficult and unse tling questions, he said, questions that threaten to upset t uneasy truce that has existed between sellers and buyers sin Roman times. "*Caveat emptor* has been handed down throu the years as a creed. . . .the onus is on the buyer to beware what he purchases, and in a society that perpetuates the my of consumer sovereignty, such a creed seems entirely reaso able. But is it? I think not. As an ex-marketing and advertisi man, I know the dice are loaded against the consumer North America, and increasingly throughout the world."

Mr. Fisher lashed out also at the "immorally wastef

osol can that dispenses minute quantities of everything
n floor wax to whipped cream, at an unbelievably high
t cost in comparison to 'old fashioned' methods—all the
le increasing our critical garbage disposal problems." The
*be and Mail* recently reported that the steel in the 53
ion-odd cans produced in the United States in 1968 would
e a four-lane highway that could circle the globe three
es.

The 20th century, continued Mr. Fisher, has, in the name
economic progress, destroyed the time-honoured balance
ween buyer and seller. Although few of us would wish to
rn to the days when choices were limited, fruit and vegeta-
were strictly seasonal items, quality control difficult, and
nufactured goods clumsy, heavy and expensive, it also
royed something infinitely more subtle—the ability of the
r to impart, objectively, the merits of his wares. According
Mr. Fisher, there is no difference between various makes
utomobiles and brands of gasoline, bread, flour, detergents,
rin, deodorants, toothpaste, cooking oil, and a whole host
ther products within the same price and quality range—
the seller must now create a difference in order to bam-
zle you, the buyer, into imagined superiority."

ime was, he said, when products were purchased largely
biological survival, so that real need was the motivation
uy. Today, however, the relatively affluent and restless
umer buys for psychological satisfactions.

o capture this new breed of buyer, said Mr. Fisher, today's
rs have an environment subtly created to encourage
icial obsolescence and the emergence of a new order
ribed by John Kenneth Galbraith in his recent book
*New Industrial State*. Some 500 huge multi-national U.S.
orations literally dictate the majority of goods to be
uced in North America, conditioning the buyers to accept
result while they expound the myth of "supplying" con-
r "wants."

order to ensure a steady demand for its products, the
's now rely on government to regulate aggregate supply
demand through fiscal policy. The historic friction between
rnment and business, he said, has all but vanished in
y, and only the myth remains.

"Ve have created the perfect economic treadmill where
ighest form of patriotic endeavour is to buy something—
ning . . . . . the job you save may be your own. Automobile
uction figures are displayed almost daily in our news-
rs like some fever patient's chart, and we are all required
to worship at the new 20th Century God of increased Gross National Product."

The sellers would have us believe, he said, that unless we continue to support their crazy production-consumption-obsolescent treadmill, the entire economy will grind inexorably to a halt, throwing millions out of work and touching off a world-wide depression that would make the "dirty thirties" look like a lost weekend.

More important, what is this fabricated culture doing to our society, Mr. Fisher asked. "Many of us feel there is a certain madness abroad in our society these days; a sort of immoral preoccupation with the production and consumption of *things;* a kind of tacit conspiracy between sellers and buyers that, left unchecked, will surely destroy our society from within. The result could well mean that our children will inherit a society fit for habitation by only brainwashed consuming robots, conditioned from birth to respond like Pavlov's dogs to specific advertising stimuli. This wonderful economic machine of ours is in grave danger of becoming an end in itself, caring only for the quantity of our lives and not the quality."

The speaker warned that consumers increasingly rely on the seller to impart knowledge and facts about the products he sells, thereby falling helplessly into the arms of skilled behavioural scientists who probe their subconscious minds in an effort to overcome their objections in advance. This imbalance between buyer and seller is brought about by a formidable investment in time and money and the use of many potent weapons—primarily marketing expertise, advertising, motivational research, sales promotion, packaging and public relations. Consumer brainwashing with both subliminal and irritatingly obvious messages are dangerous enough. As the poet Longfellow put it: "Whom the Gods would destroy they first make mad." But perhaps one of the most deadly weapons in the hands of the sellers is motivational research.

"This is invisible to the buyer, and he is doubly vulnerable because his rationale for not buying has been anticipated in advance, and his seduction made infinitely easier," Mr. Fisher said. "There is little our market research man does not know about us buyers in this age of vanishing privacy. Our incomes are documented, our taxes listed, our credit rating filed, and our purchases recorded. Our buying decisions are human—irrational, emotional and sporadic. We are all creatures of environment, ancestry, and religion. We buy for status, for sentiment, to make us look young, sexy, or to make us feel

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cmer PR executive John Fisher speaks out against the "Big Seller
eover," which in his opinion is creating a society fit for habitation by
inwashed consuming robots, conditioned from birth to respond like
Pavlov's dogs to specific advertising stimuli.

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Free-lance writer and broadcaster John Fisher, author of "The Plot To Make You Buy."

secure. Motivational research strips us naked before the sellers as they seek to propel us on their economic treadmill."

But not all advertising is perverse, he said. "Kodak, Xerox, IBM, Polaroid, Union Carbide, to name but a few, manage to stay in business with tasteful, intelligent, evocative messages; but unfortunately they are drowned out by the hideous cacophony of the drug, soap, cosmetic, cigarette, beer, and food industries." The economic implications of advertising always concern the defenders of the status quo. "They lecture us with expert sophistry on freedom of choice, the profusion of goods, the stimulus of competition, and other cherished myths of the industrial state. They prove to their own satisfaction that advertising expenditures work out to about 11¢ a person a day. They conveniently ignore the fact that the $900 million spent in 1968 was absorbed by only the working population of some 8 million, not the whole population of 20 million, and the $900 million is not pro-rated equally across all the seller's products. There is a gross imbalance in favour of high-priced, phoney brand war in the drug, soap, cigarett cosmetic, and food industries.

"Also ignored is the recurrent problem of inflation as th machinery of persuasion rolls along unhindered. We are cu rently going through such a period here in Canada, with t Government solemnly attempting to restrict consumption b higher taxes, while the persuaders do their best to undermi that fiscal policy. The whole episode resembles one of t more serious outbursts of arson, with the fire brigade dousi the flames on one side, while on the other, the advertisi industry enthusiastically nullifies their efforts with buckets gasoline!"

The buyer and seller are on a collision course, Mr. Fish said, but government intervention could help prevent t ultimate collision. The new Consumer Affairs Departme must be staffed with skilled people who can match wits wi the sellers. It must rigidly enforce a re-written advertising la that will set guidelines for statements that can be made abo a variety of products. Some form of limiting legislation, eith voluntary or arbitrary, must be sought to prevent the sensele proliferation of competing brands whose function is indentic Legislation must prevent the trading stamp, the cents-off r race, and the other frantic inducements to buy. Televisi networks should be compelled to place their commercials the beginning and end of each program; they, and not t advertiser, should be responsible for their own programmin and advertising time should be rigidly controlled.

"A consumer ombudsman must be appointed to seek o and expose those tricky sellers who are reluctant to abide our new rules, and his department might well mail us all regular evaluation of products in the market place. And t buyers must educate themselves into making this econom machine of ours their servant, not their master in some va boondoggle make-work program of obsolescence." We mu said Mr. Fisher, think before we buy, shop carefully, a criticize freely, complain to the seller, even picket his facto and boycott his goods.

"Like the fairy tale of old, our seller looks at his image a cries, 'Mirror, mirror, on the wall, who is the fairest of th all?' And the answer is frequently supplied by us, the buye as we uneasily postpone action on industrial pollution, pover the misuse of pesticides, traffic deaths, inadequate housi rotting cities, and waste. Mounted on the economic treadm we are terrified in case the cure might prove painful, and c politicians are terrified with us. They know that to get elect they must follow, not lead. We have all been cleverly seduc into rejecting unpleasant truths, and self-control or self-den are negative thoughts in a consumer society."

Do not look around for a scapegoat, Mr. Fisher said, are all to blame. There is no single cause and no simple acti to right this imbalance between seller and buyer. We cann turn back the clock, but we can change from this collisi course. It is not enough to cry out for government protecti alone, as such protection tends to be all-encompassing, a penalizes the good along with the bad. We need to rewr the ground rules for a better relationship, because in reali sellers and buyers are one—their ultimate interests indivisit

# The Deficit Between Needs and Income

THE QUEBEC Government has moved to help the province's poor by the introduction of Bill 26, The Social Aid Act, to meet the real needs of entire families or of individuals whose incomes fall short of the level required to keep them above the hardship line. The Act will also consolidate various social assistance statutes into a single act.

Social aid benefits will now be granted to the entire family, taking into account the "needs and means of all the members of such family; only persons who are not members of a family may receive social aid on an individual basis." The aid will be given "on the basis of the deficit which exists between the needs of, and the income available to, a family or individual." The new Act will make a distinction between ordinary needs and special needs. Ordinary needs are food, clothing, household and personal requirements and other costs relating to housing. All other needs are special needs.

But the Government will meet both types of needs of any family lacking "means of subsistence, namely one whose head is not engaged in regular full-time or part-time employment, or in seasonal employment or does not work in his own behalf." The same criteria will apply to individuals. Aid can also be granted to meet "special needs," even if the head of the family or the individual has a job, whenever aid is needed to prevent these persons from losing their means of subsistence "or from being faced with a situation which endangers the health of such family or individual or threatens to lead it or him to complete destitution."

When the aid is insufficient, the Government could propose a recovery plan that provides for consolidation of debts or for training and rehabilitation measures. In this situation, social aid can also be granted if the persons involved agree to the terms of the plan proposed. The Bill goes on to say that "any person may receive social aid pending payment of a sum which is to accrue to him from the exercise of a right or the winding-up of a business, if such person is otherwise eligible to receive social aid; he will then assume the obligation to repay the amount of the aid to be so granted to him up to the amount of the money or the value of the things which he will receive."

If a person refuses or leaves employment, refuses to avail himself of his rights under other measures, or refuses to take the appropriate training or rehabilitation measures, he may be denied all or part of the benefits. The same will apply if the person does not comply with the regulations or the recovery plan proposed to him.

The Government says that social aid will be granted regardless of race, colour, sex, religion, language, national extraction, social origin, morals or political convictions of the person applying or of the members of his family. There will also be a right of appeal under the new Act. "Every person feeling wronged because he or his family has been refused social aid; because he considers the aid or form of aid granted to be insufficient; because he is dissatisfied with the manner in which the aid has been granted; or because, in his case, the aid was reduced, suspended or discontinued, may apply for a review of the decision rendered and even appeal therefrom after the review to a new body established by the Bill, called the Social Aid Appeal Board."

All applications made before the Bill comes into force under social assistance laws repealed by the Bill automatically become applications for aid under the new Act, but no benefits granted under such repealed acts will be discontinued if the new Act does not provide for the circumstances of the persons involved or if the new Act provides them with benefits less than those which were granted before.

NFB photo

# Shaping The 70s

## The 98th Annual General Meeting, Canadian Manufacturers' Association, Toronto, June 1-3.

THE PRODUCTIVITY gap that exists in many manufacturing sectors between the Canadian factory and its opposite number in the United States is a major challenge facing Canadian industry, J. C. Whitelaw, Executive Vice-President and General Manager of the CMA, told delegates to the 98th Annual General Meeting of the Canadian Manufacturers' Association held in Toronto, June 1-3. Mr. Whitelaw said that increasing competition forces management to fight to hold down costs, and demands innovation, initiative and action rather than reaction, and examination of corporate performance at every level, including management competence.

"We hardly need to be reminded that U.S. industry is th yardstick against which the rest of the world measures its ow efficiency." Said Mr. Whitelaw, U.S. performance must be th goal for every Canadian company. Canadians must do thei share of innovating and risk-taking and resist the temptatio to lean too heavily on the experience of others. "It has bee truly said that major innovations are essential to major com petitive gains."

The strengthening of Canada's industrial research effor should be one of the first priorities of our national scienc effort, and as a step in this direction, the CMA should under take an inquiry into industrial research in Canada, Senato Maurice Lamontagne told delegates. Senator Lamontagne i the Chairman of the Senate's Special Committee on Scienc Policy.

The present Canadian research and development effort, h said, is not realistic. Canada should leave the major respon sibility for scientific research to the big powers, and concentrat on development work—the ideal location for developmen work being industry. "It is becoming abundantly clear that w in Canada are not in a position to fully use the bounty o science. More particularly, we are suffering from a widenin industrial research gap. This is most serious as we are reachin the era of a permanent technological revolution, when in dustrial change will accelerate, when innovation will becom the key factor of growth, and when a good deal of researc will be required even to be good imitators, as the Japanes are learning."

The crucial task of promoting research and development Senator Lamontagne stressed, does not belong mainly to th Government. "It is primarily a responsibility of private manage ment, especially in the manufacturing sector." A study of th industrial research effort should "include a systematic surve of what is going on at present in this sector of our nationa science effort, analysis of the factors accounting for it weakness, and recommendations to improve the situation. Industrial research, he said, is too important to the future t be controlled by government. "This is primarily a challeng that should be met by private management, individually an collectively."

Business can't limit its responsibility to a strict financia obligation to stockholders. This no longer adequately des cribes the corporate role, Rodman Rockefeller, President c the New York-based development company, the Internationa Basic Economy Corporation, told delegates to the conventio The ambivalence felt by many businessmen stems from th confusion between an interpretation of the traditional role c the corporation and the current conviction that private ente prise has an obligation to society as well as to the owner Mr. Rockefeller declared that shareholders of most moder corporations are no longer active capitalists in daily contac with their managements. Instead, they have withdrawn fro control to become a form of "silent contingent bond-holders. But, he added, "many businessmen still define their corpora responsibilities in terms that may have had meaning 50 yea age, but that no longer apply."

## The International Corporation

SINCE the operations of multi-national firms transcen the national borders, they can make the effects of nation economic policies less predictable," and large firms will ofte be financially strong and relatively free to decide how the will react to government measures in the fiscal and monetar field. These are two factors brought about by the growth large, multi-national companies, Thorkil Kristensen, Secretary

neral of the Organization for Economic Co-operation and velopment, told CMA convention delegates. Within large panies, management is becoming a more dominant factor, said. This is why "labour-management relations at the rprise level are of growing importance. Decisions taken nanagement can have much influence on the whole situation he worker, and this explains why the system of com- nication within the enterprise is becoming a subject for ussion."

lthough the task of national governments has been made e difficult in this era of structural transformation, "the easing transfer of technology from one country to another ns that new methods of production are becoming available n ever-increasing number of the nations of the world." new economy of the world poses many problems, Mr. stensen said—problems that will demand more co-or- tion of national policies. "This requires close contact and ual understanding between governments in the international nizations. It also requires similar contacts between ernment, working people and business in the individual ntry."

lso speaking on the subject of the international corporation, d Pilkington, Chairman of Pilkington Brothers Limited, hasized that "the first obligation of any company is to the of the country in which it is operating; if there is a confiict veen the laws of the host country and the base country of parent, it is the host country's that should prevail." Lord ington then went on to minimize the dangers of the inter- onal corporation. "It is not all-powerful. It will not be wed to become more powerful than the state—whether on-state or world-state. It has functions and potentialities should cause governments to welcome it and treat it as lly. It should not be feared."

hen a corporation moves into another country, "We are led to count the cost, to know beforehand the prospects the terms under which governments will have us. But ng come, we must always carry out more than our part he bargain, must always act and always think interna- ally, must always put in more than we take out, always ect the views of our hosts."

## ogress and Pollution

REALISTIC anti-pollution laws could stifle industrial ity and reduce production and employment, Albert P. nebin, President of The International Nickel Company Canada Limited, warned conference delegates. "The rces of private industry must be fully applied to the h for a solution to environmental management problems," eclared. "A climate of government-industry co-operation be created so that the commercial sector is not auto- cally the villain. It would be an egregious error, for nce, for well-intentioned legislators and government als to overrespond to the challenge of pollution by sing such narrow, impractical regulations that profitable tion of plants and mines could become an impossibility." the same time, Inco's President insisted that management respond to "the crucial challenge of pollution through est use of science and technology, which in the long run ur best hope of solving this very real problem. This is an ative that takes precedence over all else, and that industry not only to itself, but to the public it serves."

. Gagnebin went on to say, "We must find ways to reduce ion, but we should not do so at the expense of tech- nological progress and our industrial economy. I believe it is correct to say that the individual plant—and yes, even the individual automobile—operates more efficiently and thus emits less smoke and fumes today than 30 years ago; the problem is that there are so many people today, and consequently so many more emitters of smoke and fumes." Air pollution arises from many sources, he pointed out, including, besides industry, "the private citizen who burns leaves in his backyard, who operates his furnace, or drives his automobile, and municipal bus systems and incinerators. Eliminating air pollution is a job for all."

The awareness by all sectors of society—government, educators, thought leaders, businessmen—of the problem of pollution is a "giant step" toward eventual solution of the problem, Mr. Gagnebin said. For examples of industry involvement in safeguarding the environment, Mr. Gagnebin turned to International Nickel where, he said, environmental control is a matter high on the priority list.

He also outlined the four key areas of current company activity: treatment and recirculation procedures for water used in Inco's Sudbury District operations; dispersion of smoke and recovery of sulphur dioxide from the smelter; the stabilization of tailings (waste rock from milling operations); and a program to combat harmful noise at mines and plants.

# The CMA Talks About Job Enrichment

*NFB photo*

## A Case History

IF YOU want truly to motivate people, then you must do more than merely have good compensation schemes, pleasant working conditions, good communications and imaginative training schemes for supervisors. You must look at the jobs you ask people to do, and build into those jobs more opportunities for achievement and recognition, more challenging

and responsible work, more scope for individual advancement and growth. This is not to say that one can afford to neglect the environment—you know, and I know, that that would be suicidal. But job enrichment is concerned with the task."

Keith Robertson of the Education and Training Department at Imperial Chemical Industries Ltd., London, England, told CMA convention delegates that his company had heard about this theory and "greeted it with the scepticism that all good men should." But the more they looked at the company, the more convinced they became that the best way to improve the company was to improve the use of people. So, they decided to look into job enrichment by running a series of controlled studies with no changes made in pay or working conditions.

Here are some of the things they did and the results. "Among changes made on the production side, foremen were given managerial control of their own labour force, being made responsible for the selection, training development and discipline of their men as well as for joint consultation and local union negotiations. They were given complete control of certain budgets and more technical responsibility, both 'on the spot' and in various investigatory projects."

The result? Mr. Robertson said that foremen achieved a 40-per-cent improvement on a manning index reflecting better selection and training. Work stoppages were reduced. Budgetary performance improved. And technical innovations by foremen resulted in an annual saving of more than $130,000. Design engineers were given a more independent role, and draughtsmen set their own target completion dates and played a more active part "in costing, specifying equipment, initiating indents, assessing tenders and liaising with vendor firms." The result, Mr. Robertson said, was a 10-per-cent gain in the effectiveness of the design team where the draughtsmen's jobs were changed.

Junior laboratory staff were encouraged to write the final "research minute" on any project for which they have been responsible, and the minutes were published along with those of the scientists. They were also given time to follow up their own ideas and were authorized to requisition all materials and services on their own signature. This also led to a substantial improvement, Mr. Robertson said. And salesmen were given more responsibility. They could decide how often to make calls, they were given more say in technical service, authorized to settle customer complaints, and given a substantial measure of price discretion. "Salesmen did not go out and give our product away," Mr. Robertson said. Against a background of several years of static sales, the experimental group achieved and sustained a 20-per-cent improvement in sales with no sacrifice of profitability.

But, Mr. Robertson cautioned, not all the studies were so successful. Those that were most successful were the ones that incorporated the most far-reaching changes. If failure is to be avoided, three don'ts must be observed:

- don't make too minor or isolated a change;
- don't be selective in giving new responsibilities; and
- don't consult subordinates—leave it to them.

Job enrichment is not the total answer, observed Mr. Robertson in his closing remarks. "It does not relieve us of the necessity continually to question both the need and purpose of all work. It is my belief that the realization that jobs must be made satisfying to the individual is but part of a wider and growing realization that economic emancipation is not enough. Our society is beginning to demand that there should be psychological emancipation as well, and those organizations that grasp the implications of this demand, and respond to it—be they industrial enterprises, trade unions, universities or political parties—they are the organizations that are truly going to shape the 1970s."

## Management's Challenge

SPEAKING on the subject of job enrichment and respo sible unionism, R. P. Riggin, Vice-President, Corpora Relations for Noranda Mines Limited, said that "it is manag ment's challenge to create a healthy climate in the workpla so that the work of each employee can be more career-orie tated rather than job-orientated and, hence, much mo relevant and meaningful for him as an individual."

Mr. Riggin went on to say that "Few union leaders ackno ledge or will admit that some of their own problems stem fro the fact that many employees—their union members—consid work as a drudge and a drag. This should not be surprisin union leaders are convinced that collective bargaining is t complete and total answer. Of course, collective bargainir was not designed with the purpose in mind that the individua attitude to his work was important or that this attitude or la of it would have such an apparent impact on our labo relations. If anything, bargaining, as presently practise probably does much to hinder development of healthy j attitudes."

What can we do to promote more responsible unionism Mr. Riggin said that laws must be adjusted to create an equ table balance of power in labour relations. But this alone wo solve the problem. "A change in employee attitudes wou force a change in union attitudes, and I am convinced that conversion to more responsibility would be the result."

# The CMA Talks About Safet

## The Costs

ONE BILLION dollars a year! That's the total of dir and indirect accident costs in Canada. "The total annu invoice for compensation and medical aid in Canada is es mated at $250,000,000, and this is only part of the real cost says G. F. Plummer, Chairman, Dunlop Canada Ltd. Whe ever an accident occurs, many other people are involved, told delegates.

"Some stop work and do not work as well for the rest the day; some are involved in getting the patient to the doct or hospital; some are involved in investigating the cause the injury and reporting it to the Workmen's Compensati Board; some must get a replacement worker; some materi or products may be damaged.

"The late H. W. Heinrich of the Travelers' Insurar Company estimated that, on the average, for all kinds industry, these indirect costs were four times the direct co for compensation and medical aid. This ratio of indirect direct costs has been widely accepted. In many individu studies in Canada much higher ratios have been found Mr. Plummer said.

He went on to say that most managers in Canada do know their accident costs. They think of workmen's co pensation as "big daddy;" and they believe that the assessm is some kind of inevitable and unavoidable direct tax. B nothing could be further from the truth. Mr. Plummer warn management that it must accept "full responsibility for working conditions. It must apply a good deal of its attenti to safe working conditions, proportionate to every oth

NFB photo

ertaking of vital importance. It has a responsibility for viding safe plant and equipment, because that is efficient t; for planning and arranging processes with an eye to ty; for maintaining an inspection system to reveal hazards; for training, educating and stimulating its employees to w safe work methods — for this, too, is efficiency. It has sponsibility to investigate every accident to determine its e and prevent its recurrence. Safety is not the responsibility ne management to the safety officer; it is the responsibility ne management to top management."

ne way to combat accidents, Mr. Plummer suggested, is establishing how much accidents cost in cents for each -hour worked. "This you will likely find to be between and five cents," he said. Next, establish a target cost and supervisors responsible for performance. If a supervisor eds his injury cost budget, the matter must be handled as isely as if he had exceeded any other budget item. "Exence has shown that if managers know they will be held untable, they will work as diligently to control their y costs as they do to keep down other production costs."

## Case History

CAN save money by spending money on accident ention," claims Taylor Kennedy, President of the Canada ent Co. Ltd. Mr. Kennedy told CMA convention dele- that his company paid $100,000 last year to the various incial compensation boards for workmen's compensa- assessments. "$24,000 represents one cent a share to my holders. If by good accident prevention experience we drop our compensation by 25 per cent or $25,000, this means one cent a share more for profits." Mr. Kennedy said he was convinced that this amount could be saved in direct costs alone, and four times this amount in indirect costs.

Describing his company's safety program, Mr. Kennedy said that safety work gives management a good chance to communicate with every employee on other topics as well. "By systematic follow-up we can know that our supervisors and foremen — middle management — are also communicating with the men and improving themselves in management abilities by teaching their people safe working practices."

In the Canada Cement Company, accident prevention work has always been a responsibility of the chief executive officer. The vice-president for manufacturing at the head office and the safety supervisor of the company make sure that the policies are carried out, but "the safety supervisor has a direct line to the president on any occasion when he feels that not sufficient attention is being given to accident prevention work."

Mr. Kennedy said that at his plants, there is a meeting at least once a month of all supervisory personnel, where minutes are kept and suggestions for better accident prevention procedures are recorded. The supervisors in turn hold meetings with their men. "The date and place of each safety discussion or instruction with each man is recorded by the foremen and in turn reported back to plant management, so that a written record is available of when everyone in the organization was last talked to or instructed in safety work, or when a suggestion or criticism of the company's method is commented on in order to try and improve safety work."

Besides having first-aid rooms staffed with qualified attendants, Mr. Kennedy said that regular medical examinations are carried out at company expense on company time, and pre-employment medical examinations are mandatory. "When an accident does occur, a thorough investigation of all conditions leading to the accident must be carried out." A monthly accident news letter publicizes the accident prevention records of each of the company's components, and staff attendance at safety conferences is "encouraged and indeed insisted upon." Canada Cement also has a first-aid training program and in-company competitions. But, added Mr. Kennedy, "the motivation of any kind of safety program in any industrial plant can only be by the chief executive officer."

## Total Loss Control

LOSSES from accidents are "only part of the controllable losses that we in management have been allowing to occur because we have not realized how significant they are and how they actually lead to a generally poor atmosphere that is conducive to injury-producing situations," says W. S. Wyman, Vice-President of Union Carbide Canada Ltd.

Mr. Wyman told delegates that total loss control is a concept that emphasizes the need to control all costs arising "from incidents that downgrade the total business system. These incidents include injuries, business interruptions, fire, industrial hygiene, public liability, air and water pollution, and security." Few companies have progressed to the concept of total loss control, he said. The main reason is that "they have failed to realize that causes of business interruption, for example, are the same as those that cause personal injuries."

The speaker went on to mention some accidents at Union Carbide that did not cause injury to persons but caused costly interruptions. "We had a steel cable part in mid-air and drop a 6,500-pound electrode. A fork-lift truck struck an overhead power line, causing shutdown of equipment. An outside contractor dumped waste into a watercourse, thereby involving

the company in possible legal entanglement and lightning shut down a plant for two days." The company is also concerned with off-the-job accidents. In 1968, three times as many days were lost from work because of off-the-job disabling injuries as were lost from on-the-job disabling injuries. "If you can get your employees to be sufficiently safety conscious to avoid off-the-job accidents, you will save your company money too."

Mr. Wyman said that the objective of a total loss control program "is to motivate all levels of employees to the positive action required to preclude any incident which could adversely affect any part of the organization." Sound risk management, he said, must include:

- the identification of all possible loss-producing situations;
- measurement of losses associated with these risks;
- selection methods to minimize losses, plus implementation of these methods; and
- a continuing audit of performance.

"If major improvement in injury reduction is to be effected, major shifts in policy and responsibility are required. Blame orientation must give way to the more positive approach of searching out causes and providing controls. Causes must be tied to functional responsibilities. Safety must be integrated with quality and quantity." But Mr. Wyman emphasized that "freedom from either accident or losses in any organization is directly proportionate to the desire of the top executive and his management team to excel, and to their impatience with mediocrity."

# The CMA Talks About Railroads

*CN photo*

## A Case History

CANADIAN Pacific has paid out nearly $100,000,000 in the past 11 years to firemen who are considered unnecessary, S. M. Gossage, Vice-President of the Canadian Pacific Railway Company, told CMA convention delegates.

Mr. Gossage declared that, in the history of this dispute "you see the resistance of the union to change. This resistanc continued unabated after all economic interests of the em ployees had been protected, because the interest of the unio as such was involved. The struggle became one of the firemen' union for its own existence, independent of the interests of th employees. The history also shows the tremendous economi cost of reliance on full attrition for employee protection wit no arrangement to transfer employees to other availabl productive work."

In 1956, Canadian Pacific served notice on its firemen of it desire to eliminate firemen from the operation of diesel locomo tives in freight and yard service (L.G. 1957, p. 159). Th subsequent dispute lead to a strike and the appointment of royal commission (L.G. 1958, p. 256). The commission found that firemen were not needed in freight and yard service, bu the union refused to accept this finding, and again called strike against its implementation. Mr. Gossage said that th strike proved abortive, "but the final settlement, providing fo the operation of diesel locomotives in freight and yard servic without firemen, protected the jobs of all firemen as such wh had entered the service prior to April 1, 1956."

He then went on to discuss the recommendations of th Freedman Report (L.G. 1966, p. 4). Mr. Gossage said that th recommendations "could only impede seriously the process o industrial change, to the disadvantage of the whole economy. Mr. Freedman, he said, found that the railway could make unilateral change "but then made recommendations whic would effectively abrogate that right." After his years experience in bargaining in the railway industry, Mr. Gossag has concluded that "change requiring the assent of the union achieved only at a price and after long delay. Where chang must be bargained for in all the pressures and confusions major wage negotiations, it will often be lost in the final shuffl of last-minute settlement under a deadline."

Mr. Gossage cited recent agreements in the railway industr to protect workers against the impact of industrial chang Some of these agreements provide for a job security func severance pay, supplementary unemployment insurance ben fits, and allowances for moving and reallocation. The mo recent agreement (L.G., March, p. 144) "provides the mear for assisting employees to adapt to change without restrictin the right of management to institute change."

Management is responsible for the institution and organiz tion of change, Mr. Gossage said. "We in the railways hav shown that a satisfactory arrangement can be negotiated t create equitable patterns for alleviating the effects of chang on the individual. I hope that industry will not delay tacklin this problem until they are faced with less suitable legislativ action from government."

## Arbitration

ARBITRATION as a final step in the resolution of labou disputes in the railroad industry in the United States is u questionably and urgently needed," John Hiltz, Chairman the U.S. National Railway Labor Conference, told delegat to the CMA annual convention. Mr. Hiltz said that a chan of thinking about how labour-management disputes shoul be resolved is taking place in the U.S.

Mr. Hiltz observed that "the imbalance of power in favou of the unions is so overwhelming that if a union so elects, th process of collective bargaining can be turned into a ritualist ceremony of duress and coercion that will finally culminate i management's capitulating completely to outrageous unio

hands, or will result in a governmentally imposed settlement an *ad hoc* basis that will be designed so as not to antagonize union vote against those who impose it."

Mr. Hiltz went on to outline what he believes is the unique ation of U.S. railroads. The railroad industry, he said, is profitable, showing only a 2.44-per-cent return on invest- nt in 1968. "There are few, if any, major railroads that can nd the economic drain of a strike. Conversely, the railroad ons have strong treasuries and have access to those of other ons within and without the industry." The products or vice provided by the railroads ought to be produced when customer wants it, Mr. Hiltz said. And in this, the railroads e strong competition from other forms of transportation, diversions of traffic often take place. "It has been the ressing experience of many a railroad that a sizeable centage of this diverted traffic remains permanently di- ed."

Another reason for the unique situation of the railroads is t "the strikers and those who refuse to cross the strikers' ket lines are paid substantial amounts of unemployment rance from a fund that is financed solely and entirely by tributions from the railroads themselves," plus strike efits from the unions. All of these factors, Mr. Hiltz said, give the unions an almost insurmountable advantage, but government intervention has made labour-management disputes more evenly matched. "This was because the unions, in the past, always handled major matters on a national basis."

But the unions have been acting against "one carrier or at most a limited number of carriers at any one time." This prevented intervention by government, as "no section of the United States was being sufficiently deprived of transportation to warrant action on their part under the Railway Labor Act."

This tactic might not be able to succeed, Mr. Hiltz said, if the railroads were able to lock out the unions "in order to preserve the posture of national handling with regard to these issues that affect the entire industry." But this union tactic, he said, is making the collective bargaining process meaningless. "It cannot be a meaningful procedure unless it has a much needed supplement — the requirement that binding arbitration will automatically come into play when collective bargaining fails."

Binding arbitration, Mr. Hiltz said, should be provided on a continuing basis in the form of a labour court staffed by judges. And he concluded by saying that although he had been speaking about the U.S. railroads, his remarks will "apply or will soon apply to the major portion of our economic society in the United States and elsewhere."

# The President's Address

John O'Dea

L. F. Wills

If management and labour want to prevent government ntervention in collective bargaining, they must stop ne trend toward inflationary wage settlements so that ne "public does not become the whipping boy." This as the warning left with the CMA by its retiring resident, John O'Dea.

"Organized labour has far too often won settlements njustified in productivity terms, and it hasn't bothered ne unions that much of the gain is illusory and negated y the higher prices their members have had to pay along ith everybody else." Mr. O'Dea observed that if things o on as they have been, it will be only a matter of time efore "irresistible pressure is put on government to take rastic action to stop the upward spiral whether labour nd management like it or not."

Canada's younger generation, he said, poses a special hallenge for business. "We must recognize that most our students, who cannot conceivably be branded as itators, are motivated by a natural desire to influence eir environment and share in the creation of a just ciety. To many students living in these uneasy times, e future remains unassured. They can only know that they will have a major part in it and that they want to be responsible." Mr. O'Dea urged that members of the CMA hire as many students as possible this summer, if only for a few weeks. "The record shows that they generally prove a real corporate asset; they certainly gain invaluable practical experience of industry at a crucial age—and, who knows, one of them might well become a future president of your company."

Speaking of the social responsibility of business, Mr. O'Dea said, "we must not be content to leave the solution of serious social and community problems to governments alone. There is a major function for industry and business in such matters as air and water quality control, urban renewal and civic beautification, and in the solution of such problems as juvenile delinquency, transportation bottlenecks and the like. Earning a profit, however, remains the first social responsibility of any business. Unless it does that, it can do precious little else."

L. F. Wills, President of Honeywell Controls Ltd., Scarborough, Ont., was elected president for the ensuing year at the closing session.

Sloan

Dufour

Daignault

Erb

Bernier

Lahaise

*Laval's 24th Industrial Relations Conference*

# The Role of Information Services

**Information services in industrial relations play an important part nowadays. They affect a large number of sectors, take on multiple aspects and bring powerful and varied means into play. Information in addition affects research and statistics, propaganda and publicity, business secrets and every facet of confidential information.**

INFORMATION INVOLVES employers, unions, governments and all support media. It also affects our freedom. It is therefore necessary to explore its nature, its aims, its forms and its limitations in accordance with what the public expects and requires of it.

In order to examine the part to be played in information services by the three main partners, the 24th annual conference of the Industrial Relations Department of Laval University drew 250 delegates to Quebec City last April. The theme of the conference was "the public and information in labour relations," and the delegates considered the difficulties they will meet and the limits they will face in information services.

The necessity for information today has become a "pressing need, like food and lodging, and if it is not met, it becomes more explosive than poverty," said Mrs. Pierrette Sartin, a professor with the Industrial Relations Department of Laval University. She pointed out the dangers and limits inherent in this sector in a society moving toward participation, consultation and eve permanent disputes.

One of the fundamental rights of man is that of being i formed. In Mrs. Sartin's opinion, "insufficient or dishonest i formation opens the door to attitudes motivated by passion, an favours every irrational behaviour." The government "ma dread seeing the decisions it may be called upon to take beir distorted, opposed or thwarted if such decisions are known advance." But is it not because the public is not well enoug informed that it magnifies the consequences of the decisio taken? she asked. Mrs. Sartin called upon the government take a greater interest in the dissemination of information ar to hire "information experts specialized in statistics, forwa planning or economics, and capable of informing both gover ment and outside groups."

Management, labour and the general public should not deprived of information to which they are entitled. If this info mation is not given, especially in the field of industrial relatio free rein is given to rumours that could only be dangero "Industrial relations always need to be dedramatized and th can be done only through good information.

Mrs. Sartin attributed the shortcomings of present inform tion services to those who hold economic information but a reluctant to pass it on to newsmen. On the other hand, s pointed out, often these people lack the specialized traini needed to provide good information or to serve as media rel tions experts.

Information coming from business sources varies accordi to the circumstances. If they are good, it is almost impossible obtain information. On the other hand, should the busine encounter some difficulties, it opens wide the doors to inform tion.

Mrs. Sartin concluded her remarks with the observation th

t must prevail is "the will to inform the public honestly"—
she added that information was the beginning and end of
's quest for truth.

rof. Thomas Sloan, Director of the School of Journalism
Information at Laval University, described to the delegates
"servitudes and difficulties of information." In his opinion,
difficulties of information are inseparable from the very
ess of communication considered both as technical means
as human relations. Under the technical aspect, the slow-
of the written press may distort the meaning of a piece of
s, but electronic speed may also cause interpretation prob-
. Each means has its own strengths and weaknesses.

rof. Sloan added that, on the aspect of human relations, the
culties are numerous and varied. Political difficulties arise
n ever-present personal interests and ideological positions.
recognize their existence is already a beginning of defence.
ough absolute objectivity is impossible, there are degrees,
one must strive toward this objectivity. Economic problems
lt from the need for proper allocation of resources. Im-
ant matters often give way to things that are more likely to
se public interest. To the extent that the piece of news is a
mercial article, economic difficulties are great.

ne era of the traditional non-specialized journalist is over.
e is now a need for specialists in various fields, especially in
omics and, obviously, in industrial relations. The training
ne journalist is a critical problem, but the "new style"
nalist is being created. The problem of sources depends
what on that of the quality of journalists. Mutual respect
een the journalist and his source of news is required.

industrial relations, said Prof. Sloan, the gathering of in-
ation is particularly difficult, because of strategy problems
he lack of public interest in the bargaining process as such.
existence of more than one public complicates the task of
nformation agent, but it also gives him the opportunity to
ove the quality of his work. The progress in the analysis of
intended for a minority but informed public is a result of
ew recognition of the pluralism of society.

e problem of objectivity is doubly complex. First of all,
mation agents are human beings, therefore subjective;
information consumers are also human beings, with their
self-censoring and distorting faculties. We are surrounded
lativity, but we can still talk about certain aims. The most
rtant one is perhaps the reinforcement of human solidarity
gh mutual understanding. Good information defantacizes;
information, on the other hand, destroys judgment and
gthens prejudices. One thing is clear: information is never
al. Good judgment toward it is thus a crucial thing for
nity.

a strike is beginning, we see no objection to the firm's giv-
e public its version of the problems that brought about the
te. The danger, however, is that it is not always prepared
onally to do so, and that the management statements may
take on the same disagreeable tangents as those usually reproached in union declarations." This is the opinion of Ghislain Dufour, labour relations officer of the Conseil du Patronat du Québec.

"We must avoid endless controversies that lead to arguing back and forth in the newspapers or in public places over issues that in any event must eventually be settled at the bargaining table," he said. "Moreover, it is easy to realize that, in this war of nerves, problems that appear to be minor at the time that negotiations are broken off can rapidly take on the aspect of being insurmountable. Such, for instance, is the case of personal attacks. They are the most difficult ones to forget, and even the economic provisions of the collective agreement will not dispel them. One would be a poor judge of men to believe that the traditional handshake at the signing of the agreement will have erased everything.

"To palliate these difficulties, the company must refrain from replying publicly to personal attacks or accusations made in bad faith. It must concentrate on the very objects of the dispute, either to justify the merits of its own positions, or to correct any false data. It must stick to precise facts, comparisons, percentages, unless it is obliged to deal with questions of security, the company's future or damage to property, in which case it is difficult to proceed by comparisons."

As for the machinery through which this information will be passed on to the public, Mr. Dufour preferred paid ads, but did not reject the written news release so long as it is reproduced in its entirety.

Mass information belongs to the private sector, said Richard Daignault, Director of Information Services, Confederation of National Trade Unions. The information market is exploited by business firms much as any other market. Each person, each group that publishes is free to express his agreement or disagreement with the events and opinions, and this is what constitutes, in the classical tradition, freedom of thought.

Classical industrial relations are carried out privately. The public does not know that 80 per cent or more of negotiations in private business go on without incident, without information being communicated to the public, save perhaps to announce—and at local level only—that a collective agreement has been signed. Besides, newspapers care very little about private relations between unions and companies, save in case of disorder or dramatic incidents. The union is generally less hesitant about putting forward its arguments in public. Union information remains, in all disputes, a particular approach of a particular group, and somehow constitutes a public argument for the opinion it is defending. The union will frequently offer for scrutiny the research findings that led it to take one position rather than other. When a dispute is thus out in the open, the force of public opinion will either strengthen or weaken the union position. Those responsible for the information campaign in such cases will, of course, be unable to measure its failure or success until the final results of bargaining are known.

As in the case of disputes in private business, mass communi-

cations media burst into action when a dispute in the public service threatens. Information provided in these disputes is more complete because the unions must attempt not only to give a complete account of their own positions, but also to criticize those aspects of the official government position with which the unions do not agree.

Public interest is the interest of private groups who have the support of the majority of the population, Mr. Daignault said. Public interest is well protected in a democracy if the individual groups forming it express themselves freely and if the legislation imposed by the majority is followed. This does not mean, however, that the legislation cannot be challenged, criticized or re-examined. After all, unions—particularly during a dispute—are intent upon getting their views across to the public.

As an employer, government is required to overcome numerous difficulties in the field of communications, as is private enterprise, said B. M. Erb, Director of Communications Division, Treasury Board Secretariat. The government as employer must know the reactions of the public, who, in the final analysis, will be called upon to pay the wage increases resulting from its collective agreements. It is therefore essential that the population be well informed about the position of the Government during negotiations because of the costs it will eventually have to pay.

In Mr. Erb's opinion, the government must therefore never balk at its obligations, and neither can it ignore its dual role as employer and Government. Therein lies the complexity of communicating easily with Public Service employees during collective bargaining. At such times, unions often assume an aggressive attitude concerning information media, whereas the attitude of management is mainly a defensive one. The Government asserts that it is neither logical nor reasonable for such positions to be adopted—and here government must define its role as clearly for the taxpayer as the unions have defined theirs.

What the public is entitled to know, Mr. Erb added, will always be a controversial issue, but restrictions on this right to know must be limited to those sectors that would paralyze the action of the employer in negotiations, or to those whose access to the public would give the union an unfair advantage. There is one factor in every labour dispute involving the public sector that affects the public more directly and more specifically than do the disputes in the private sector—maintenance of essential public services.

Mr. Erb added that, during a crisis, the professionals in the field of communications are so busy facing the problems that they have little time to spare for developing plans for the future. Long-term plans and policies that require a good communications program must therefore be organized in advance so that, even in difficult times, there will already exist the means for guaranteeing the right of the public to be informed.

Jean Bernier, Assistant Professor, Department of Industrial Relations, Laval University, attempted to show the need for and importance of government information in industri relations, and to determine the particular role of governme in this area. If it intends to adopt policies that make a positiv contribution to the harmonious development of industri relations, is it not government's first duty to seek information And if the government is duty-bound to seek information, it also duty-bound to disseminate information.

Government information proper comes under two ma types, stated Mr. Bernier: administrative and documentar Administrative information is that by which the governme makes known to the citizens its policies, its legislative statutory decisions and its services. Documentary informatio includes two types of documents: first, those containin statistical data; and second, those that are of an analytic nature, such as reports submitted by inquiry commissions, an study committees, or the recommendations made by advisor bodies. Such data are essential to other agencies in the econom and social fields.

In Prof. Bernier's opinion, a distinction must be mad between partisan political information, whose aim is to co vince, and government information, whose aim is to inform Hence, if the public is entitled to demand generous, objectiv and complete information, then the government must b equipped to collect this information. It is the duty of gover ment industrial relations research divisions to collect such dat

Speaking of the role of the written word in industrial rel tions, Vincent Prince, an editorial writer for *Le Devoir* said:

"The press may possibly have its weaknesses where labo information is concerned but, in spite of this, it has not prove that it serves labour class interests less well than would a pre controlled by unions."

Mr. Prince said he did not believe that a specifically labo press would be profitable to wage earners; but he thought th before anyone tried such an experiment, he would be wise examine the question thoroughly. He suggested that it wou be more realistic to think about improving our newspapers an learning to use them more effectively. For example, he advise management to place more confidence in the press, and advised unions to use it for informing the public rather th for indoctrinating members. As for the newspapers themselve he said, they should endeavour to draw the best possib journalists toward labour news: "Facilitate their work to t maximum, and induce them to remain at it for some time."

Radio and television have experienced a tremendous boo these past few years, and "because of their omnipres character, their power of suggestion, their relatively hig degree of accessibility, and their narrow and familiar insertio within modern life, radio and television form one of the ma factors of mass culture," said Georges Lahaise, Supervisor Public Affairs Programming, Radio-Canada. He added th "if television can attract a vast public, it is — we must r member — because our era is witnessing greater leisure time

# LO Report: Chemical Industries Committee Meeting

A DISCUSSION of labour and social problems of chemical lustries, one of the world's fastest growing industries, drew vernment, employer and worker representatives from 24 untries including Canada to Geneva in May under the spices of the International Labour Organization. The ILO's emical Industries Committee discussed the effects of ad- nced technology on employment and working conditions d the training and retraining of workers, technicians and gineers.

A survey by the ILO reveals that the chemical industry is panding more than twice as fast as the economy in general in stern and eastern Europe, the United States and Japan. The lustry has shown substantial growth in a number of countries Latin America, the Middle East and Asia as well. The O found that the labour force employed in the chemical lustry has remained stable in the past few years, although ministrative, clerical and technical staff has increased in nparison with production workers.

The committee recommended:

- integration of manual and non-manual workers should d progressively to a monthly wage system for everyone;
- management should inform and consult workers' repre- tatives concerning the labour effects of planned changes at earliest possible stage; and
- where workers have to move to obtain another job, they uld be assisted with their removal and reinstallation ex- ses, as well as being provided with an income during the nsition period.

Advanced techniques play an essential role in the expansion he chemical industry. Workers, industry and the community arge should profit from this continued growth, the com- ttee noted. Chemical production is becoming increasingly endent on the use of invested capital, and the proportion of al labour cost per unit of output is decreasing. Advanced niques are progressively diminishing the traditional demar- ons among groups of skilled manual workers on the one d and between manual and non-manual workers on the er.

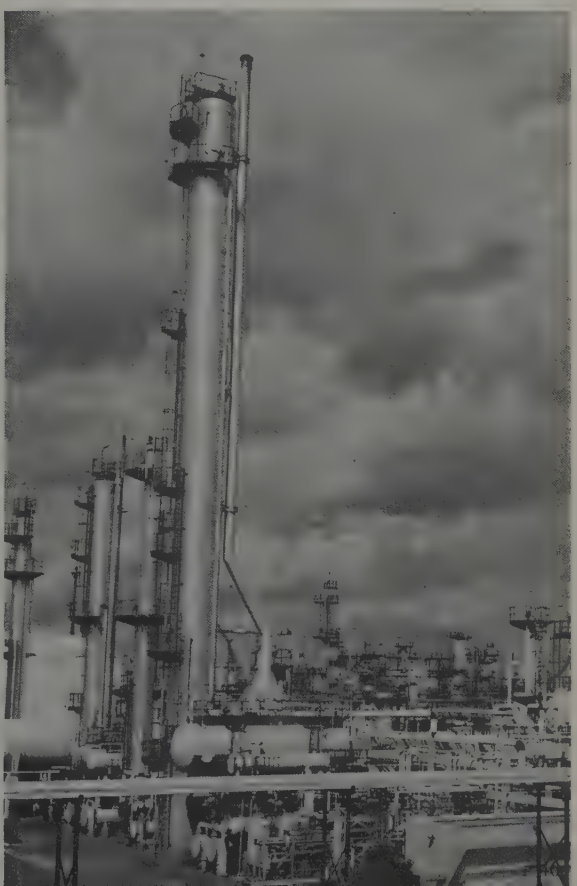
he application of automatic controls and the use of com- ers is simplifying the production process. Nevertheless, kers are facing increased demands on their powers of centration, their ability to accept responsibility and their wledge and understanding.

**Canadian Delegation**

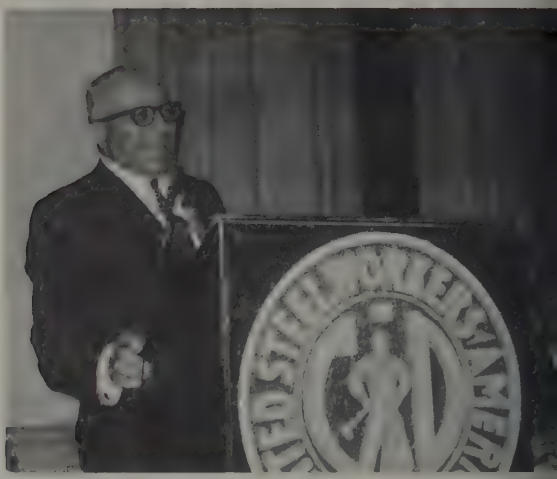
ead of delegation and Government delegate: C. E. Poirier, f Conciliation Officer, Quebec Region, Canada Depart- t of Labour. Government delegate: John Melville, Assistant uty Minister, Department of Labour, British Columbia. ployer delegates: F. C. Brunet, Industrial Relations Man- , Canadian Industries Ltd.; and C. C. Young, Manager, ployee Relations Department, DuPont of Canada Ltd. ker delegates: Cornelius Reimer, Director, District 9, Oil, mical and Atomic Workers' International Union; and mas Sloan, Canadian Vice-President and Director of nization, International Chemical Workers' Union.

*Photo by Murray MacGowan*

Donald MacDonald, President of the Canadian Labour Congress, is one of 12 representatives of labour and management to receive a special portfolio from Postmaster General Eric Kierans during a presentation ceremony for a stamp issued by the Canadian Post Office to commemorate the 50th anniversary of the International Labour Organization. Labour Minister Bryce Mackasey looks on. A reproduction of the stamp was featured on the cover of the May issue of the *Labour Gazette*.



# Canada's Disadvantaged:



George McCurdy

This article is an abridgment of a talk given by George McCurdy, Human Rights Administrator, Fair Employment Practices Branch, Canada Department of Labour, at a testimonial dinner for Robert Carlin staff representative of the United Steelworkers of America, Local 6500, Sudbury. Mr. Carlin was being honoured for his more than 53 years of service to the labour movement.

# s Labour Doing Enough to Help?

E HAVE said to the Canadian: "Learn, and your skills l take you further than you ever imagined in your wildest eams. There is no ceiling for you. This is the land of opportnity." Historically we have peopled our plants, factories and rgeoning industries and business with immigrants from other ds, and that infusion of manpower has been good for nada. But when are we going to apply the same principle to Indian, Eskimo, Negro and other minorities? When are we ing to tap the vast manpower pools to be found in the popuion of Canada's most alienated citizens? When are we going bring Canada's most alienated citizens into the economic instream?

Access to equal opportunity can never be taken for granted by nadian minorities when it is clear that negative racial attiles have become institutionalized and entrenched in many untry clubs, business clubs, and fraternal and community ganizations. Minority people worry. They question whether employer or any other responsible citizen can support a ly-white" policy in a club or community organization, and be pended upon to dictate a fair employment policy in business industry, or a fair policy in the rental of apartment space and sale of homes.

Canadian human rights legislation has served well to bring out the structural assimilation of socially and economically advantaged Canadians, to modify behaviour, and to control gative racial attitudes in this country. It does not, however, iculate on the more profound level of human rights—the el which reaches beyond the strict legal protection of rights. moves to the level where Canadian people will become inved in affirmative action programs by providing the resources t would enable Indians, Eskimos, Negroes and other minorito turn freedom into an equal life and full participation in nadian society.

Prof. K. Lysyk, of the University of British Columbia Law culty, made some strong, relevant points in his presentation he Ottawa Human Rights Conference (L. G., Feb., p. 66). said: "There is mounting evidence, especially in the fields of cation and employment, that the gap between Indians of low ial and economic status and the rest of society will not be dged merely by removing legal obstacles to equality of treatnt. Preferential treatment may be required." And in the rds of Dr. Martin Luther King, "There is nothing wrong h a traffic law which says you have to stop for a red light. But en a fire is raging, the fire truck goes right through that red t. Or if a man is bleeding to death, the ambulance goes ough those red lights at top speed. There is a fire raging now the Negroes and the poor of this society. They are living in gic conditions because of the terrible economic injustices that p them locked in as an 'under-class.' They need brigades of bulance drivers who will have to ignore the red lights of the ent system until the emergency is solved."

is not necessary to present reams of statistics to show that e are too many alienated citizens without a stake in adian society. Look around you. Take a good look. You 't like what you see. It has been correctly said that the eatest danger to any civilized society is the man who has no stake in it and nothing to lose by rejecting all that society stands for."

Canadian labour is not insensitive to this great universal struggle for human dignity and equal rights, obviously, because it is not unlike labour's early struggles for recognition, for social justice, for fundamental freedoms. Labour has historically been a natural ally in the struggle for equality, but it might well be said that labour has not done enough, because it has the capacity to do more. Labour and management have great enough power in the socio-economic area to make a place for all men as equals. But a job-finding campaign isn't the cure-all; the paramount struggle is for human dignity—the right to live as human beings in society. But one has taken a giant step in that direction when a man has earning power and purchasing power and can maintain his family in good health and decency.

The Department of Indian Affairs and Northern Development, the largest employer in the North, recently announced its intention to fill 75 per cent of its jobs with the indigenous people of the North by 1977. In Halifax, in 1968 the Department of Manpower and Immigration hired 10 non-professional black people to work on what is known as "The Gottingen Project." These people conducted a survey of the Halifax black community and determined that 1,200 jobs were needed. Many members of the community were hard-core unemployed and unemployable. The survey people prevailed upon labour and management to use their resources in a massive effort to help people who had lived in hopelessness and despair for generations in the black community there. In less than one year they found 1,000 jobs. In Saskatchewan there is a task force of representatives from labour, management and education working with appreciable success to recruit, upgrade and find employment for Indians in that province. Students at Burnhamthorpe High School in Toronto have donated $9,600 for an Indian-Eskimo library. And church groups, community organizations and individuals all across the country are referring to human rights agencies those cases in which they believe people have been discriminated against. They are also assisting complainants to file complaints of discrimination.

International Year for Human Rights, 1968, provided a long overdue opportunity for Canadians, particularly those with power to make social change, to take stock of the progress made in developing respect for human rights, to consider whether our great society is a sufficiently just society for all Canadian people. While celebrating the 20th anniversary of the Universal Declaration of Human Rights, Canadians focussed essential attention on the following:

- the Charter of Human Rights and the Canadian Constitution;
- the ombudsman;
- family and children's rights;
- women's rights;
- cultural and language rights;
- rights to education;
- labour and economic rights;
- social welfare and human rights; and
- Indian rights.

## Ontario Extends Rights Code

The scope of the Ontario Human Rights Code has been extended, and fines for violations have been increased in amendments introduced in the Ontario Legislature on May 6 by Dalton Bales, Minister of Labour. In the past, exclusively religious, philanthropic, educational, fraternal or social organizations not operated for private profit were exempted from sections of the Code prohibiting discrimination in employment. This exemption in future will be allowed only when a factor such as religion constitutes a reasonable occupational qualification.

The second amendment to the Code provides specific protection against reprisal for any person who exercises his rights under the Code, and for any person who testifies in a proceeding under the Code. Fines for violations of the Code have been increased from $100 to $500 for an individual who contravenes the legislation, and from $500 to $2,000 for a corporation or trade union.

In the Fair Employment Practices Branch of the Canada Department of Labour, we are vitally concerned about the whole spectrum of rights, but by virtue of our legislation dealing with employment, I am touching on the problems of the poor and Canada's most alienated citizens. For too long we have approached the human rights problems with murky generalizations and from the misty level of brotherhood. It is in that context that we have historically tended to blur and to minimize the seriousness of human rights problems in this country. But today there is a greater sense of urgency. Canadians are more disposed to exposing the raw nerve ends and earnestly searching for remedies and cures for these social ills.

This urgency is reflected in the Canadian Labour Congress's powerful policy statement on human rights, and in the scheduling of a National Human Rights Conference for leadership in the Canadian labour movement at Ottawa last year to set new goals and find a more meaningful role for labour in the human rights struggle. It is reflected in remarks by Dr. John Humprey, President of the Canadian Commission, International Year for Human Rights, when he told the Ottawa conference on Social Welfare: "The great social revolution spreading around the world could have violent effects in Canada. Precautions against violence means Canada must become a country where human rights and fundamental freedoms are sincerely respected." And it is reflected in the Hawthorne Report on Contemporary Canadian Indians, where we find the average annual earnings for an Indian family at $1,361.99, and 47 per cent of those families earning less than $1,000 a year.

There is a sense of urgency and an air of foreboding in the report of a major study of Canada's race problems by Dr. Paul M. Geisel, Associate Professor of Sociology, Arizona State University. That report states in part: "Discrimination Canada and in the northern United States is as brutal, a often more destructive than segregation in the southern Uni States. I call Canada the most sophisticated system of segrega society in the world." Canadians must realize, continied M Curdy, that prejudice and discrimination are no less cruel more acceptable because they are practised with more subtl here than in other parts of the world. But we won't have speculate on the grim prospect of racial disorders or soc convulsions in our country if black, red, brown and yell people have the same employment opportunities other peo have in our society, if they have the same education opportu ties, the same decent housing, the same kind of social acceptar and are treated with the same dignity and respect as all ot citizens.

There is urgency when we look to one of the most curr reports of the position of black people in one major Onta city with a large black population. We find a shocking abse or under-representation in the important enterprises of t community. Retail sales with seven black employees had most representation; there was one in the personal servi such as barbering, hairdressing and dental assistants; and in the insurance field; but not one in public transportati banking, trust or finance companies, real estate, public accou ing, newspapers, telephone communications, delivery sa restaurants or in the non-entertainment category of theatres night clubs the speaker added.

There is urgency when we read a news story from Fort Sm Northwest Territories, where Boyce Richardson, Assoc Editor of the Montreal Star, quoted a young school teacher the problems of the indigenous people of the North. "It re makes me sick to go to Pine Point, a new zinc and lead m between Hay River and Fort Smith. In that place you can m men from every country in the world, who are working in mines. Not many miles away in Fort Resolution is a populat of Indians living in the most depressed conditions in the wh territory with hardly a single man among them working."

There is urgency when we see that of the 2,000 persons ployed by the mines in the Northwest Territories and the Yul in June 1968, only 91 were Indian or Eskimo. And ther urgency when we look to the report of the Economic Counci Poverty, and find these relevant statements: "To feel povert to feel oneself an unwilling outsider, a virtual non-participar the society in which one lives. Most of them are outside ambit of the trade union movement; they have few spokes and groups to represent them and give voice to their nee

A great deal of awareness has been created by the activitie 1968, I agree, but so much time has passed and so little changed for the poor, the victims of pervasive social proble people of colour, the socially and economically disadvanta people of our country, that human rights must now serio become everybody's business. We must now bring practic line with what we have been preaching about human right Canada. We have studied human rights problems enough have talked enough. Now is the time to get down to the n gritty of doing something for human beings.

# Employment Fatalities

## First Quarter, 1969

The Department has received reports on 205 employment fatalities that occurred in Canada during the first quarter of 1969. During the previous quarter, 229 fatalities were recorded. This is 52 more than the previously published total of 177 (L.G., May, p. 282). In the first quarter of last year, 253 fatalities were recorded, 76 more than the preliminary figure of 177 (L.G., Aug. 1968, p. 471). During the first 3 months of 1969 there were no multifatality accidents reported.

Four industry divisions accounted for 74.1 per cent of the total number of fatalities.* Of the total, 43 occurred in transportation, 38 in manufacturing, 36 in construction and 35 in mining. The remaining 25.9 per cent were distributed in other industry divisions as follows: forestry, 8.8 per cent; public administration, 7.3 per cent; trade, 4.9 per cent; service, 2.9 per cent; agriculture, 1.5 per cent; and finance, 0.5 per cent. There were no fatalities recorded in the fishing industry.

The 25-44 age group accounted for 46.3 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 27.8 per cent, and the remaining 25.9 per cent were distributed among other age groups as follows: 20-24 age group, 14.2 per cent; 65 and over, 8.3 per cent; and 14-19 age group, 3.4 per cent.

Four occupational divisions accounted for 78.1 per cent of the fatalities: craftsmen, production process and related workers, 32.2 per cent; transportation and communication workers, 18.0 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 14.2 per cent; and miners, quarrymen and related workers, 13.6 per cent.

The distribution of the remaining 21.9 per cent among other occupational divisions was as follows: loggers and related workers, 7.8 per cent; service and recreation, 6.8 per cent; farmers and farm workers, 2.9 per cent; managerial, 2.4 per cent; sales occupations, 1.5 per cent; and clerical workers, 0.5 per cent. There were no fatalities recorded for fishermen or professional occupation workers.

Four accident-type categories accounted for 75.1 per cent of the total number of fatalities. These were: struck by different objects, 26.8 per cent; collisions, derailments, wrecks, etc., 17.6 per cent; falls and slips, 17.1 per cent; and caught in, on or between, 13.6 per cent. The remaining 24.9 per cent were distributed among other accident-type categories as follows: inhalations, absorptions and industrial diseases, 9.3 per cent; over-exertion, 1.9 per cent; contact with electric current, 1.5 per cent; and striking against or stepping on objects, 0.9 per cent.

A cross section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 60.5 per cent of the total number of accidents in transportation, 47.2 per cent in construction, and 34.2 per cent in manufacturing. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 60.5 per cent of the fatalities that occurred in manufacturing, and 55.6 per cent in construction. Transport and communications workers accounted for 55.8 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 77.8 per cent of the fatalities in forestry, 31.4 per cent in mining and 24.9 per cent in construction were the result of the victim being struck by different objects, and 39.5 per cent of the fatalities in transportation were the result of such accidents as collisions, derailments and wrecks.

During the quarter under review, there were 75 fatalities in January, 63 in February and 67 in March. By province, the largest number of fatalities, 71, occurred in Ontario, in British Columbia there were 43, and in Alberta, 37.

*See Table H, p. 496.

The employment fatalities covered in this review are those suffered by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in a following quarterly review, and in the annual tabulation.

## Wage Schedules Prepared In April

During April, the Department of Labour prepared 285 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 140 contracts in these categories were awarded. In addition, 119 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

| *Department* | *No. of Contracts* | *Aggregate Amount* |
|---|---|---|
| C.M.H.C. | 1 | $ 11,542.50 |
| Post Office | 18 | 1,199,369.44 |
| Public Works | 1 | 21,400.00 |
| Supply and Services | 71 | 162,726.00 |

During April, the sum of $4,436.80 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 115 workers concerned.

# Maternity Leave Benefits in Canada

THE STUDY of maternity leave benefits is a relatively new topic in Canada, but is an old one in the field of labour legislation elsewhere in the world. As long ago as 1919, the International Labour Organization adopted a Maternity Protection Convention as one of its first international instruments, designed to provide protection, in the event of maternity, for the job, health and income of working women. This Convention was revised in 1952. It makes provision for maternity leave for not less than twelve weeks—six of which are compulsory following confinement; for hospital and medical care; and for cash benefits or insurance amounting to two thirds of the earnings of the working mother. These international instruments have been ratified by more than 30 countries; in addition, some 90 countries have passed other legislation relating to maternity leave.

In Canada, only in British Columbia and New Brunswick is there legislation designed to ensure job security in the event of maternity. But the practice is gaining acceptance, as revealed in a recently published survey. The first comprehensive look at maternity leave policies in Canada, the survey is a co-operative project carried out by the Economics and Research Branch and the Women's Bureau of the Department.* It covers 3,004 reporting units, comprising 103,182 office workers eligible for maternity leave, and 2,173 non-office reporting units, comprising 199,842 women eligible for such leave. As well as the policies of employers in the private sector, the survey covers those of provincial, federal and some municipal governments. In addition to those establishments with formal maternity leave policies, there are many others that grant such leave on an informal basis, so they would add considerably to these numbers.

A specified length of service with the employer is the most important qualification for eligibility for maternity leave. This is true in a majority of some 20 industry groups represented in the survey. The provision applies especially to women working in establishments with 50 or more females, and in those covered by a collective agreement.

**Maternity Leave Policies: A Survey* is available without charge on request from the Director, Women's Bureau, Canada Department of Labour, 340 Laurier Ave. West, Ottawa 4, Ont.

*NFB photo*

The length of maternity leave granted varies in the different industry groups and between office and non-office employees. The distribution clusters between 12 and 26 weeks for both categories, with the non-office employees generally having somewhat longer leave than office workers. This possibly reflects the heavier physical demands in some occupations. In hospitals, for example, nearly one half of the office workers are entitled to 14 to 19 weeks, whereas two thirds of the non-office hospital employees may have leave ranging between 14 and 25 weeks.

Extension of the normal period of maternity leave is generally available, either on medical grounds or by mutual agreement with employers, to the wom represented in the survey. Curtailment the normal period of leave is also pe mitted for many of those eligible, b here a medical certificate stating that t employee is capable of resuming work generally required. Where a policy co cerning seniority exists in an establis ment, the largest proportion of both offi and non-office female employees are pe mitted to accumulate seniority duri maternity leave. Significant proportio maintain the seniority they have wh maternity leave commences.

The survey asked employers to indica the job that would be open to an e ployee upon her return from materni leave. Possibilities included return to t job held when leave commences, eq valent job, position claimed by seniori "some other position," or a combinati of alternatives. In more than half of t industry groups, a majority of office e ployees are entitled to return to t position held when leave commences. Th is true for non-office employees in thi quarters of the industry groups. T employers surveyed were asked:

- do you maintain the employees' wa or salary during any part of matern leave?
- is maternity leave included under si leave policies? and
- do you have a wage loss insuran plan that provides weekly indemnity be fits during maternity leave?

The response indicates that, with ve few exceptions, employers do not contir wages or salaries, as such, during any p of maternity leave. Sick leave paid for p of maternity leave occurs more frequen for office than for non-office employe but the total proportion is low in industry groups.

Wage loss insurance plans, includ maintenance of income during matern leave, covers some proportion of e ployees in nearly all industry groups is more prevalent in manufacturing th other industries. This coverage appe to be found more often in smaller est lishments. For non-office employees, applies to a higher proportion of won in most industry groups when there i collective agreement in existence.

Women's Bureau

# Married Women in the Labour Force

The most dramatic development in the female labour force has been the steadily increasing number of married women entering it. At the end of 1968, 1,354,000 women, or more than half of the 2,476,000 total, were married. Ten years earlier only 643,000 married women worked. Since then their share of the labour force has gone up from 43 to 55 per cent.

There were about 7.2 million women in Canada in 1968, compared with an estimated 7.1 million men. The proportion of women in the population* during the decade remained about the same, just over 50 per cent. But the "participation rate" or proportion of women in the labour force went up from 26 to 34 per cent in the decade, while the male participation rate declined from 82 to 77 per cent. The proportion of married women actually decreased in the 1958-68 decade, from 66 to 63 per cent, whereas their share of the labour force increased by 12 per cent.

About three out of 10 married women in Canada are in the labour force, compared with almost half the single women. The participation rate of married women is slightly higher than that of the widowed, separated or divorced group, whose work pattern could be expected to be more like that of single women.

* Population for labour force surveys includes all civilians aged 14 and over, but not inmates of institutions, Indians on reserves, or Yukon and Northwest Territories.

Almost one million women entered the Canadian labour force in the decade ending with 1968. Ontario and Quebec between them, account for almost two thirds of the female labour force — Ontario with 951,000 and Quebec with 673,000. As with the national picture, the participation rate has been steadily accelerating, but the western regions — the Prairie Provinces and British Columbia — showed the greatest percentage point increases during the decade, and are now within 1.5 percentage points of Ontario, where 36.9 per cent of women are in the labour force.

The average age of women in the labour force in 1968 was 37.2. Over the decade, there was a slight decline in the proportion of the 14 to 19 age group, indicating extended schooling. There was a more noticeable decline of 3.1 percentage points among those 25 to 34 years of age, possibly confirming the tendency for women to drop out of the labour force until their children start school. For the age groups of 35 and over, there has been an increase in their share of the total, mostly accounted for by the increase of 2.4 percentage points among those 45 to 54 years of age.

The workweek for a majority of both men and women in 1968 was between 35 and 44 hours. A much higher proportion of women, however, work part time, or less than 35 hours a week, and the percentage rose from 25 to 31 over the decade. Three out of every ten men worked more than 44 hours a week in 1968, compared with one in ten women. In numbers, 736,000 women out of a total of almost 2.4 million employed worked less than 35 hours a week.

The industries where most women workers are employed are community, business and personal service, 1,101,000, trade, 433,000, and manufacturing, 384,000. The proportion of women employed in all industries, from 1963 to 1968, increased from 28 to 32 per cent and was fairly evenly distributed in those industries where most women workers are found. Total employment in the community, business and personal services sector, which includes teachers and nurses among others, increased by about half a million between 1963 and 1968, and women maintained their share of 60 per cent of the total.

Women increased their segment of all workers in public administration by 3.2 per cent, and by 3.1 per cent in trade, to 24 and 34 per cent of the total. There were no noticeable recessions from women's traditional occupations. In fact, from 1963 to 1968, women's share of the clerical and service occupations, in which they predominate, increased further. The largest increase was 5 percentage points in the clerical occupations, where women now comprise almost 69 per cent. The next highest increase was 3.3 percentage points in sales occupations where women now make up 38 per cent. Increases in the proportion of women in managerial and professional categories were slight.

Although employment in communications rose more than 20 per cent in the five-year period, the proportion of women workers declined 5.7 percentage points. This may reflect a shift from manual to automated work in this industry, requiring fewer telephone operators, for instance, but more highly skilled technologists, jobs filled almost exclusively by men.

In every industry group, women are less unionized than men. For all industries in 1966, 16 per cent of the women workers were organized, compared with 24 per cent of the male workers. The highest proportions of women union members were in transportation and public utilities, manufacturing and public administration. In the service industry where, as previously noted, women comprise 60 per cent of the total, 9 per cent of the women were organized compared with almost 17 per cent of the men.

The Booklet *Facts and Figures: Women in the Labour Force*, on which this article is based, may be obtained from the Women's Bureau, Canada Department of Labour, Ottawa. Source of the data are the twelve-month annual averages, Special Tables, Dominion Bureau of Statistics, Special Surveys Division.

# MANPOWER UTILIZATION

## Fitting New Limbs for Rehabilitation

Prosthetists and orthotists, important members of the rehabilitation team, support the work of orthopaedic surgeons, physical medicine specialists, physiotherapists and vocational training nurses by providing limbs, braces, orthopaedic boots and shoes, accessories and mechanical devices. Prosthetics is the art of designing, producing and fitting appliances to replace, in whole or in part, human organs or limbs amputated or deformed congenitally, and to restore their function or appearance. A prosthetist is the specialist who designs, fabricates and fits artificial limbs and appliances prescribed by a physician. Orthotics is similar to it, but deals with appliances designed to restore the function, compensate for limitations, or even increase the physiological performance of human organs or limbs that have lost their function, that have never attained their full functional development, or that are subject to congenital abnormalities.

The Canadian Board for Certification of Prosthetists and Orthotists was formed in 1966, in order to ensure the technical competence of qualified fitters in these fields. The board recently announced its initial list of those who have been granted certification by examination or by virtue of the fact that they have been recognized as having been leaders in their profession for some years. Further examinations to test qualifications for certification are planned by the board to be held in the near future. In the process of establishing the Canadian board, the American parent body assisted by giving advice concerning its formation, and by sending a representative to the formative meetings of the board. The American board now recognizes the autonomy of the Canadian organization, and all certifications in Canada are now done through it.

Canada has been fortunate in the calibre of the men who have developed prosthetic and orthotic services to their present high standard. The development of new techniques, and the use of synthetic materials, however, has made the role of the prosthetist more and more demanding. The work requires a variety of skills and abilities that far exceeds those of an experienced craftsman. Demands for training are growing, and the training itself is becoming more complex. Training on the job in a recognized rehabilitation facility, coupled with supplemental courses provided by a university, has helped fill some of the need.

Canada has, at present, one school to provide such training, the School of Prosthetics and Orthotics of Quebec Inc., in Montreal. This school grew out of a program to train personnel for the needs of the Rehabilitation Institute of Montreal. The popularity of the course and the requests for training led to the establishment of the school in 1958 and its incorporation in 1965. Training is given in English or in French. Courses in basic subjects are arranged for at the University of Montreal or at McGill University. The school is endeavouring to meet the need for well qualified personnel from Quebec and other provinces, and has accepted some trainees from other countries.

Manpower Utilization Branch,
Department of Manpower and Immigration

# Employment Review For May

Employment rose seasonally betwee April and May. Total employment ros by 233,000 to 7,862,000. Unemployme declined by 46,000 to 386,000, a les than-usual drop for the time of year. Th total labour force increase by 187,000 t 8,248,000.

As usual for the time of the yea persons under 25 years accounted fo most of the changes in employment an the labour force. Employment amon persons 14-24 years increased by 150,00 and the labour force in this age grou increased by 152,000.

Compared to a year ago, the labou force showed an increase of 377,000, 4.8 per cent; employment increased b 357,000, or 4.8 per cent; and the numb of unemployed was up by 20,000.

The seasonal employment increase b tween April and May was shared b both farm and non-farm employmen Farm employment rose by 71,000, a non-farm employment by 162,000. T largest gain in non-farm employment w in construction, 50,000. This was follow by smaller gains in transportation, co munication and other utilities, 28,00 and forestry, 20,000.

The employment gain for Quebec w below average, 37,000, while British C lumbia had a larger-than-usual increa of 30,000. Gains in Ontario, 65,000; t Prairies, 61,000; and the Atlantic regic 40,000, were about average for the perio

Compared with May 1968, the large employment gains were in communi business and personal service, 116,0 and manufacturing, 85,000. Smaller gai occurred in transportation, communic tion and other utilities, 42,000; trad 30,000; and construction, 28,000. regions contributed to the increase employment over 1968, with the larg relative increase taking place in Briti Columbia, 9.9 per cent.

The number of unemployed fell 46,000 to 386,000 between April a May; all of the decline was among perso 25 years and over. Compared with a y earlier, the number of unemployed v up by 20,000. Of the total unemploy in May this year, 141,000 or 36 per c had been out of work for less than month; 103,000 or 27 per cent for one three months; and 142,000 or 37 per c for four months or more.

Unemployment in May 1969 rep sented 4.7 per cent of the labour for compared to 4.6 per cent in May 1968 a 3.9 per cent in May 1967. The seasona adjusted unemployment rate in May 19 was 4.9 per cent.

## etraining Older Workers for Upgraded Jobs

Can low-skilled, blue-collar workers ho are no longer productive because eir positions are redundant be trans-rmed into clerical workers operating in computerized system? Yes, says J. S. tewart,* Manager, Employment Train-g, Penn Central Railroad, who super-ised a program for the railroad company which this very thing was done.

The Penn Central Company faced the roblem of what to do with some re-undant older workers. When the United tates Post Office withdrew some of its ulk handling of mail at certain locations, e company had a surplus of low-skilled eople holding low-skilled jobs — particu-rly baggage and mail handlers and evedores. The workers were older and erefore, the company concluded, less kely to leave the company's employment ter receiving new skills. Another con-deration was the company's self-interest finding productive work for these eople who had been given a job guarantee r the rest of their lives at roughly $7,000 year, but with no job for them to do.

Initially, the men were given tests to tablish criteria for acceptance on the training programs. Because few of the rsons passed the tests, the results were nored, and the workers began their training courses anyway. The successes the project, the company believes, stifies their "lack of total respect for ormal' test scores."

The project included a group in Newark, .J., and another in Philadelphia, Pa. ne participants were mostly from mino-rity groups who had done physical labour most of their lives and had not studied in 30 or more years. The company tried to identify those who were interested, and those who had some enthusiasm for the proposed program. If they positively declined to take this kind of training, they were given the choice of taking one year's severance pay and resigning. The men who stayed were retrained for clerical work — an achievement that indicates the number of truly untrainable persons must be very small indeed.

In Newark, the average age of the 22 men who participated was 50 years, ranging from 44 to 57. The average educational level was Grade 9, but ranged from Grade 5 to some college. Eighteen of the 22 came from minority groups. Thirteen completed the 12-week training program, nine did not, but of these nine, four were placed as trainmen.

In Philadelphia, 38 men took part in the training program and 25 completed the entire program. As in Newark, the average age was 50 years, ranging from 41 to 60. Their average educational level was Grade 11, ranging from Grade 8 to some college. Twenty-six of the 38 came from minority groups. Not one of these employees was lost; when it became apparent that some might not be able to qualify for clerical work, they were switched to other fields for on-the-job training. Of these, five were discovered to be especially good at mathematics. They were placed in the revenue accounting department to learn how to operate desk calculators, Friden machines, Monroe calculators and similar equipment. Some of them moved into ticket selling and teletype work so that all of the 38 men were employed by the company.

The men were paid their regular wages while undergoing training. They had three-hour sessions daily in classroom work. Half this time was spent in learning to type, and during the other half, they studied basic English, mathematics, spelling, and indexing. In addition, the company's training staff worked with them for three hours a day at the station in Newark. During these sessions, the trainees were taught demurrage, the handling of waybills, abbreviation rules (peculiar to the computer language), office procedures (how the waybill must be handled as a car moves through the yard), telephone usage, preparing and delivering computer messages, and operation of the flexowriter. The flexowriter is a piece of equipment peculiar to the former Pennsylvania Railroad, which is used for computer input from the field. It functions, to some extent, like a teletype machine, although it performs three functions at the same time. This was not a simple retraining project. The jobs are complex and demand a high degree of accuracy.

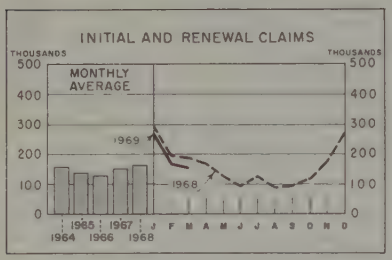
The results in Newark were good. The decision was made to carry out a similar project in Philadelphia, and another was being planned for Buffalo, New York. A most important factor in projects such as this is union acceptance. The company believes that the Penn Central training projects would not have been possible without the co-operation of the Brotherhood of Railway, Airline and Steamship Clerks. The union gave the program enthusiastic support.

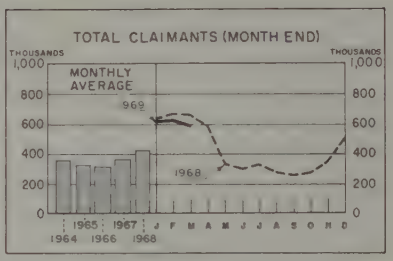
A key factor in getting people to accept training is motivation, the project directors found. The fact that a company offers training provides motivation to some degree. Employees in a large corporation often feel that they are neglected. The Penn Central found that, when the company offered training, motivation was stimulated, almost without further attention to this important psychological factor.

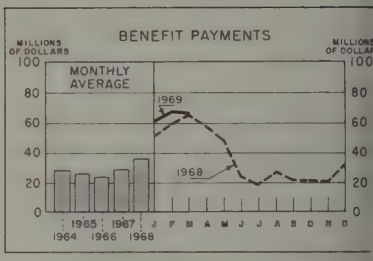
*Mr. Stewart described the methods and objectives of the program in a speech before the National Council on the Aging at its biennial conference held last March in Washington, D.C. Copies of Mr. Stewart's address may be obtained free of charge from the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration, Ottawa 2.

Section on Older Workers, Manpower Utilization Branch,
Department of Manpower and Immigration

# Unemployment Insurance Report for March




There were 594,000 claimants for regular and seasonal unemployment insurance benefit on March 31. This represents a decrease of 37,000 or 6 per cent from the February 28 total of 631,000. While the number of claimants for seasonal benefit increased by 14,000 or 9 per cent to 170,000, claimants for regular benefit decreased by 51,000 or 11 per cent to 424,000.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiairies" or "total registered clients."

At the end of March, almost three quarters of the claimants had been on claim for more than 4 weeks; more than 70 per cent of these were males.

A decrease of 63,000 or 10 per cent from the claimant count of 657,000 on March 29, 1969 was accounted for by a decrease of 67,000 claimants for regular benefit, while the number of claimants for seasonal benefit rose by 4,000.

During March, 158,000 initial and renewal claims were filed in local offices across Canada. This was 10,000 or 6 per cent fewer than the 169,000 filed in February and 25,000 or 13 per cent le than the 183,000 filed in March 1968.

The average weekly estimate of t number of beneficiaries was 526,000 March, 536,000 in February and 600,0 in March 1968. Benefit payments amount to $66.4 million in March, $67.4 milli in February and $63.7 million in Mar 1968. Average weekly payments we $31.57 for March, $31.42 for Februa and $26.55 for March 1968.

Quebec was the only province that c not share in the decrease in the claima count from the end of February. In th province, an increase in the number males was partially offset by a decrea among females. In British Columb where the largest decrease occurred, ma accounted for 94 per cent of the decline.

In comparison with the end of Mar 1968, Saskatchewan was the only provin which showed an increase in the claima count. In that province, the number male claimants accounted for more th 75 per cent of the rise. Large nume reductions occurred in Quebec and O tario.

A reduction in the number of clai filed since February occurred in Onta and the four western provinces. Que and the Atlantic provinces experien increases in the number of initial cla filed. While more than 70 per cent of claims were for new cases of recor unemployment, this proportion was l than 60 per cent in the Atlantic region.

Compared with March 1968, fe claims were filed in most provinces. Pri Edward Island, Nova Scotia and Sa atchewan reported small increases. bulk of the decrease occurred in the t central provinces.

**Summary Table**

| *Activity* | *March 1969* | *February 1969* | *March 1968* | *Cumulative data* *January to March 1969* | *Cumulative data* *12 months ending March 1969* |
|---|---|---|---|---|---|
| | | | (in thousands) | | |
| Insured population as at month-end | — | 5,455 | 4,894 | — | — |
| Initial and renewal claims filed: | | | | | |
| Total | 158 | 169 | 183 | 594 | 1,846 |
| Initial | 124 | 135 | 138 | 469 | 1,380 |
| Renewal | 34 | 34 | 45 | 125 | 466 |
| Claimants currently reporting to local offices | 594 | 631 | 657 | 614* | 414* |
| *Regular benefit | 424 | 475 | 491 | — | — |
| Seasonal benefit | 170 | 156 | 166 | — | — |
| Fishing | 20 | 24 | 21 | — | — |
| Beneficiaries (weekly average) | 526 | 536 | 600 | 521* | 315* |
| Weeks compensated | 2,105 | 2,145 | 2,400 | 6,257 | 16,208 |
| Benefit paid | $66,441 | $67,394 | $63,705 | $195,074 | $459,185 |
| Average weekly benefit | $ 31.57 | $ 31.42 | $ 26.55 | $ 31.18 | $ 28.33 |

* Monthly average.

Unemployment Insurance and Manpower Sectic
Dominion Bureau of Statistics

# PRICE INDEXES

## onsumer, May 1969

The consumer price index (1961=100) May increased by 0.2 per cent to 124.9 om its April level of 124.6, and was 4.7 r cent above the May 1968 level of 119.3. The food index increased by 0.1 per nt to 125.1 from 125.0 in April. Price ovements were mixed with higher prices r beef and some fresh vegetables and uit outweighing declines for poultry, rk and other meats. Beef prices rose by 4 per cent.

Chicken prices declined by 4.0 per nt while turkeys were up by 7.0 per nt. Tomatoes, celery and carrots increas- by more than 10 per cent in May, but ices for lettuce and cabbage fell. Higher ices for fresh milk in Vancouver and me smaller cities together with an in- ease in evaporated milk prices con- ibuted to a rise in the dairy products mponent. Bread prices rose by 1.0 per nt. Butter and egg prices were virtually changed but sugar rose by 1.8 per cent reach a level about 20 per cent above at of October 1968.

The housing index rose by 0.4 per cent 124.2 in May from 123.7 in April. New use prices advanced by 2.0 per cent hile repairs rose by 1.4 per cent. Much the rise was caused by increased prices r building materials and higher wage tes in construction. Rents increased by 2 per cent with the largest increases curring in Calgary and Halifax. House- old operation costs were slightly higher sales on carpets, sheets and utensils oderated the effect of higher prices for her household supplies and services.

The clothing index decreased by 0.4 per nt to 123.8 in May from 124.3 in April. lothing services registered a small in- ease as laundry and dry cleaning charges se.

The transportation index increased 0.4 per cent to 120.4 in May from 9.9 in April. In spite of slightly lower ices for new cars, automobile operating sts were higher as gasoline prices in ontreal rose by one cent per gallon.

The health and personal care com- nent increased by 0.4 per cent to 134.2 May from 133.7 in April. Most pharma- uticals and toiletries were costlier as re men's haircuts and women's hair- essing in a number of cities.

The recreation and reading index rose 1.6 per cent to 127.4 from 125.4 in ril. Higher cinema admissions provided st of this increase. Prices for toys, mera film and processing also rose.

The tobacco and alcohol index rose by 0.2 per cent to 125.8 in May from 125.5 in April as a result of higher cigarette prices in some cities.

Group indexes a year ago in May were food 120.1; housing (shelter and household operation) 117.9; clothing 120.7; transportation 114.5; health and personal care 127.4; recreation and reading 119.2; tobacco and alcohol 121.3.

## City Consumer, May 1969

Between April and May, consumer price indexes advanced in all ten regional cities and city combinations, with increases ranging from 0.1 per cent in Toronto to 0.7 per cent in Ottawa. Food index movements registered no consistent pattern across Canada, ranging from a rise of 1.0 per cent in Montreal to declines of 0.2 per cent in Saint John, N.B., and Winnipeg. Housing advanced from 0.2 per cent to 0.4 per cent in six cities, largely as a result of increased shelter costs, and remained unchanged in four others. Clothing prices were generally unchanged except for declines in Toronto, Vancouver and Montreal, where spring sales occurred on a number of items. High travel costs contributed to increases in transportation indexes for most cities except Ottawa and Winnipeg. Prices for health and personal care, and for recreation and reading items, increased in all cities. Tobacco and alcohol components in most centres registered increases, caused mainly by higher cigarette prices.

Regional consumer price index point changes between April and May were: Ottawa +0.8 to 122.7; Saskatoon-Regina +0.6 to 118.9; Edmonton-Calgary +0.5 to 120.8; Montreal +0.4 to 121.4; St. John's +0.3 to 119.0; Halifax +0.3 to 119.3; Winnipeg +0.3 to 122.2; Vancouver +0.3 to 118.5; Saint John +0.2 to 119.5; and Toronto +0.1 to 123.3.

## Wholesale, April 1969

The general wholesale index (1935-39=100) moved up 0.9 per cent in April to 282.2 from the March index of 279.8, and was 5.4 per cent higher than the April 1968 index of 267.7. Five of the eight major group indexes were higher, two declined, and one was unchanged.

The animal products group index rose 2.3 per cent to 316.0 from 308.8 on higher prices for livestock, fresh meats, fishery products and eggs. An increase of 1.8 per cent to 405.0 from 397.9 in the wood products group index reflected higher prices for fir, pine lumber, cedar and paper board. The chemical products group index moved up 1.2 per cent to 219.0 from 216.5 on price increase for drugs and pharmaceuticals.

An advance of 0.3 per cent to 282.3 from 281.5 in the iron products group index was attributable to higher prices for rolling mill products, and iron and steel pipe and tubing. An increase of 0.1 per cent to 209.9 from 209.7 occurred in the non-metallic minerals products group index.

Minor decreases occurred in two major group indexes, vegetable products to 237.9 from 238.0, and textile products to 256.4 from 256.5.

### Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 4.8 per cent to 281.6 from 268.6 in the three-week period May 2 to May 23. The animal products index moved up 6.7 per cent to 379.0 from 355.1. The field products index moved up 1.2 per cent to 184.3 from 182.1.

## U.S. Consumer, April 1969

The United States consumer price index (1957-59=100) rose 0.6 per cent to 126.4 in April.

Increases in the services category—ranging from mortgage interest rates to medical care—were responsible for the advance in the index. There were notable price increases in food and clothing; a rise in meat prices, especially beef, dominated the food portion of the index. Apparel prices advanced 0.6 per cent and were 6.2 per cent higher than a year ago. The prices of such items as cigarettes, alcoholic beverages and toilet articles also increased; new car prices decreased.

## British Retail, March 1969

The British index of retail prices (January 16, 1962=100) was 130.3 at March 18, compared with 129.8 at February 18, and 122.6 at March 19, 1968.

The index for foods, the prices of which are affected by seasonal variations, rose by more than 4.5 per cent to 138.4 compared with 132.2 in February. Increases in the average prices of eggs, fresh green vegetables, fresh fruit, and sweets and chocolate, were partly offset by a reduction in the average price of tomatoes. The index for the food group as a whole rose by nearly one per cent to 129.4, compared with 128.2 in February.

# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for three days during May, at which time it granted two applications for certification, rejected one such application and ordered one representation vote. During the month, it received fourteen applications for certification and allowed the withdrawal of one such application. The Board also received one application for revocation of certification and one request for review of an earlier decision.

**Applications for Certification Granted**

1. National Association of Broadcast Employees and Technicians on behalf of a unit of employees employed at radio station CFNB by Radio Atlantic Limited, Fredericton, N.B. (L.G., July, p. 400).

2. Telecommunications Workers Union, Local 1653 CLC on behalf of a unit of employees of the Canadian Overseas Telecommunication Corporation employed at 625 Belmont Street, Montreal, Que. (L.G., May, p. 284).

**Applications for Certification Rejected**

International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada, applicant, Radio Atlantic Limited, Fredericton, N.B., respondent, and National Association of Broadcast Employees and Technicians, intervener. The application was rejected by the majority of the employees affected in a representation vote conducted by the Board.

**Vote Ordered**

1. General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Tudhope Cartage Limited, Parry Sound, Ont., respondent, and Bruce Epps, intervener (L.G., April, p. 243) (Returning Officer: H. A. Fisher).

**Applications for Certification Received**

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of garage employees of Inter-City Transport Limited of Trois-Rivières, Que. (Investigating Officer: S. T. Payne).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by Gold River Construction Ltd., Whitehorse, Y. T. (Investigating Officer: D. H. Cameron).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yuko Territory by Gardiner Brothers Construction, Whitehorse, Y.T (Investigating Officer: D. H. Cameron).

4. International Union of Operating Engineers, Local 11 on behalf of a unit of personnel employed in the Yuko Territory by Gifco Western Ltd., Vancouver, B.C. (Investiga ing Officer: D. H. Cameron).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Loc 141, International Brotherhood of Teamsters, Chauffeu Warehousemen and Helpers of America, on behalf of a u of truck drivers employed in or out of London, Ont., Reimer Express Lines Ltd., Winnipeg, Man. (Investigati Officer: K. Hulse).

6. General Truck Drivers and Helpers Union, Local General Teamsters Union 181, Truckers, Cartagemen, Co struction and Building Material Employees Local Uni No. 362 and Chauffeurs, Teamsters and Helpers, Local 3 International Brotherhood of Teamsters, Chauffeurs, Wa housemen and Helpers of America, on behalf of a unit employees of Rempel-Trail Transportation Ltd., Edmont Alta. (Investigating Officer: A. E. Koppel).

7. International Chemical Workers Union, Local 552, behalf of a unit of employees of Maple Leaf Mills Limit Toronto, Ont., employed at its Komoka, Ontario brar (Investigating Officer: H. A. Fisher).

8. Brotherhood of Railway, Airline and Steamship Cler Freight Handlers, Express and Station Employees on behalf a unit of employees of Bunge of Canada Limited, Quebec, Q (Investigating Officer: G. R. Doucet).

9. Office and Technical Employees Union, Local 15, Of and Professional Employees International Union on bel of a unit of office and clerical employees employed at Calga Alta., and Burnaby, B.C., by Kingsway Freightlines Limit Calgary, Alta. (Investigating Officer: D. H. Cameron).

10. United Transportation Union on behalf of a unit dispatchers and crew clerks employed by the Quebec No Shore and Labrador Railway Company, Sept-Iles, Q (Investigating Officer: S. T. Payne).

11. International Union of Operating Engineers, Local Building Material, Construction & Fuel Truck Drivers Uni Local 213, International Brotherhood of Teamsters, Chauffe Warehousemen and Helpers of America; and Tunnel Rockworkers Union, Local 168, International Labou Union of North America, joint applicants, on behalf o unit of employees employed in the Yukon Territory by Can Bridge Ltd., Whitehorse, Y.T. (Investigating Officer: D. Cameron).

12. Canadian Brotherhood of Railway, Transport General Workers on behalf of a unit of pilots, dispatchers engineers employed by AirWest Air Lines, Ltd., Vancou International Airport, B.C. (Investigating Officer: D. Cameron).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

13. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Grimshaw Trucking & Distributing Ltd., Edmonton, Alta. (Investigating Officer: A. E. Koppel).

14. International Union of District 50, United Mine Workers of America on behalf of a unit of employees of Valleyfield Dock & Terminal Co. Limited, Valleyfield, Que. (Investigating Officer: G. R. Doucet).

**Application for Certification Withdrawn**

Professional Transport Workers' Union of Canada, applicant, Willms Transport (1964) Ltd., Moose Jaw, Sask., respondent, and William J. Donaghue, *et al.*, interveners.

**Application for Revocation**

*Rod Service Ltée-Ltd.*, Montreal, Que., applicant, and *le Syndicat National des Employés de Rod Service (CSN)*, respondent (L.G. 1966, p. 33).

**Request for Review**

The Board received a request for review under Sec. 61 (2) of the Act from the International Association of Machinists and Aerospace Workers, seeking amendment of the certificate issued by the Board on August 27, 1948, as amended October 2, 1967, that certified the union as the bargaining agent of a unit of employees of Canadian Pacific Airlines, Limited, Vancouver International Airport, B.C. (L.G. 1967, p. 752).

# Conciliation

## Before the Minister of Labour

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Soo-Security Motorways Ltd., Winnipeg, Man., and Chauffeurs, Teamsters and Helpers, Local 395, Regina; Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Edmonton and Calgary; General Drivers, Warehousemen and Helpers, Local 979, Winnipeg; and Teamsters International Union, Local 990, Port Arthur (Conciliation Officer: A. E. Koppel).

2. John N. Brocklesby Transport Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse).

3. Hill the Mover, Rexdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse).

4. TransAir Limited, Winnipeg International Airport and Lodge 2223 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

5. Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: K. Hulse).

6. Canada Steamship Lines Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne).

7. British Columbia Maritime Employees Association, Vancouver, and International Longshoremen's and Warehousemen's Union—Canadian Area (Conciliation Officer: D. S. Tysoe).

8. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Local 3016, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

9. Yukon Builders Exchange (representing some 16 construction companies in Whitehorse, Yukon Territory) and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. H. Cameron).

10. Eastern Canada Stevedoring Ltd., Montreal, Que., and the International Longshoremen's Association, Local 1845 (Conciliation Officer: C. E. Poirier).

11. General Enterprises Ltd.; G. W. Ledingham (Yukon) Limited; Liard Construction Company Limited; 918 Construction Co. Ltd., Whitehorse, Y.T., and the International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

**Settlements by Conciliation Officers**

1. Clarke Steamship Company Limited; Eastern Canada Stevedoring (1963) Limited; Terminus Maritime Inc., and Local 5197, United Steelworkers of America (Conciliation Officer: G. R. Doucet) (L. G., July, p. 401).

2. Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden) (L. G., July, p. 401).

3. McAllister Towing Limited, Montreal, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (L. G., July, p. 401).

4. British Columbia Television Broadcasting System Limited (CHAN-TV) Vancouver, and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (L. G., July, p. 401).

5. Central Alberta Dairy Pool, Transport Division, Red Deer, Alta., and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

6. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier—reassigned to S. T. Payne) (L. G., June, p. 346).

7. The Toronto Harbour Commissioners and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae) (L. G., June, p. 346).

8. Northern Distributing and Warehousing Ltd., Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers, Local 189 (Conciliation Officer: A. E. Koppel) (L. G., May, p. 283).

9. The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: T. B. McRae) (L. G., May, p. 283).

10. Hill the Mover, Rexdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse) (See above).

**Conciliation Boards Appointed**

1. Canadian Pacific Air Lines, Limited, Vancouver International Airport and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., June, p. 346).

2. British Columbia Maritime Employers Association, Van-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

couver, B.C., and International Longshoremen's and Warehousemen's Union—Canadian Area (See above).

**Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in April to deal with a dispute between CJCH Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (L. G., July, p. 402) was fully constituted in May with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, I. M. MacKeigan and J. K. Bell, both of Halifax, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Baton Broadcasting Limited—CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., July, p. 402) was fully constituted in May with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., and Boris Mather, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

**Board Reports Received***

1. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Clerical Division) (L. G., July, p. 402).
2. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Traffic Division) (L. G., July, p. 402).
3. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Plant Division) (L. G., July, p. 402).
4. Smeed's Moving and Storage Ltd., Regina, Sask., and Local 395, International Brotherhood of Teamsters (L. G., June, p. 347).

**Conciliation Board Not Appointed**

Northern Industrial Carriers Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., July, p. 401).

**Strike Action**

McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters (strike began April 28) (L. G., July, p. 402).

**Strike Terminated**

Air Canada, Montreal, and District Lodge 148, International Association of Machinists and Aerospace Workers (L. G., July, p. 402) (strike began April 21 and terminated May 19) (mediation provided by Hon. Bryce Mackasey, Bernard Wilson and W. P. Kelly).

*Full texts appear in Supplement No. 4, 1969.

# Railway Arbitration

## Cases 148 and 149

TWO DISPUTES were heard by the Canadian Railw Office of Arbitration on May 13, 1969. They concerne mileage deduction for a pay claim and a foreman who w allowed "to displace." Both grievances were dismissed.

### CASE No. 148

An ex parte dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Loco motive Engineers over the deduction of miles from a pa claim of an engineer.

The engineer worked in turn-around service between t points and he also worked on a spur line, for which he claim 27 miles for time. The company deducted the 27 miles fr his pay claim. The engineer had run on the spur to a plant f miles from the main line taking two hours and ten minutes do so—the equivalent of 27 miles.

The collective agreement states that "Mileage or hours m when engine is run more than one mile off main line will added to mileage of trip." The company contended that mileage calculated for "running off main line" may be c sidered together with the regular mileage run in determin whether the minimum payment for the day is to be made.

The union argued that the payment for mileage off the m line should have been added to any other payment the engi was to receive. But the arbitrator said that the agreem provides for this mileage to be added to the mileage of the t "In the instant case, the mileage of the trip was 21 miles. total mileage to be paid, then, was 48 miles. Since payme to be made for a minimum of 100 miles, the grievor entitled to be paid for 100 miles on this occasion, and he in fact so paid." He dismissed the grievance.

### CASE No. 149

An ex parte dispute between Canadian National Railwa and the Canadian Brotherhood of Railway, Transport an General Workers over an employee who exercised h seniority rights when he was released from excepted em ployment.

A foreman was notified that because of a need to rec

upervisory staff and because his work performance was not adequate, he would no longer be needed as a foreman. In accordance with the collective agreement, he was allowed "to displace."

This was followed by a series of displacements, and all displaced employees sustained a loss in earnings. The brotherhood contended that, because the foreman was released from excepted employment for disciplinary reasons, he should not have been allowed to "displace," and the other men should be reimbursed for their loss of earnings.

The company argued that the grievance was not arbitrable because: an aggrieved employee did not raise a complaint; the complaint was not submitted at step 1 of the grievance procedure; the time limits specified in the agreement had expired when the brotherhood asked for arbitration; and a provision of the agreement establishing the Canadian Railway Office of Arbitration had not been complied with. This fourth reason refers to a clause which says that if the parties cannot agree on a joint statement of issue, either or both parties may apply for permission to submit a separate statement if they give each other 48 hours notice.

The arbitrator agreed with these arguments and said, "it is clear that I have no jurisdiction to hear this grievance," and he dismissed it.

# Decisions of the Umpire

A CLAIMANT who had been employed as a telephone perator for 13 years filed an application for benefit. He was no onger working because he had been admitted for a month to a anatorium on suspicion of tuberculosis and was now awaiting ne results of sputum tests. He was willing to work, he said, but ould have to wait another month for these results before he ould return to his former job.

A week later, the claimant filed an application to have his laim antedated, and the reason he gave for the delay was that e was not aware that he might be entitled to unemployment surance benefits while undergoing medical tests. The request as refused on the grounds that the claimant had not shown ood cause for the delay. He was later disqualified from receiving any benefit at all because, as the local office explained, he ad become incapable of work "by reason of illness" before he ecame entitled to receive benefits. The Act provides that payent of benefits may be continued during periods of illness, nly if such periods occur after a claimant becomes eligible to ceive benefits.

The claimant applied for an appeal to the board of referees on e grounds that he should have been considered eligible for enefit during the time he awaited the results of the tests, and that the only period he could be considered ill was the time actually spent in the sanatorium. As it turned out, the tests were negative, and the man returned to his regular job almost immediately.

The board of refereees heard the case and, by unanimous decision, confirmed the insurance officer's decisions and dismissed the appeal. In addition, the board decided that the claimant had become capable of and available for work on the date he received the results of his medical tests, which was two days before he returned to his regular job. The claimant then requested and got permission to appeal to the umpire.

In preparation for the appeal hearing before the umpire, the insurance officer noted:

- the board of referees found that the claimant had failed to show good cause for the delay in making his application for benefit; and
- the claimant produced no evidence that he had looked for work or that he had applied at the Canada Manpower Centre for a job, expecting instead, so it seemed, to return to work with his regular employer as soon as he was cleared by the doctor.

The claimant protested against the insurance officer's submission, stating that he had been ready, willing and able to work. He said that he had applied to the local Canada Manpower Centre and had provided full details concerning the employment he was seeking. The insurance officer claimed that he had checked with the Canada Manpower Centre, however, and found no such evidence, and he called upon the umpire to uphold the unanimous decision of the board of referees.

At the appeal hearing, the umpire commented that "the case is not to be decided by the hindsight that comes after the results of the sputum tests were known, but rather on the basis of the situation as it was while the results of those tests were being awaited." The umpire took the view that the claimant could not have shown that he was available for work. This was not due to any fault on the part of the claimant but to circumstances over which he had little control, the umpire said. "Absence of fault on his part and payment of unemployment insurance contributions are not of themselves sufficient to qualify an insured person for payment of benefit, for the qualifications of the Unemployment Insurance Act and Regulations in that respect must be fulfilled in order to entitle a claimant to payment of benefit."

The umpire decided further that the claimant had not shown good cause for the delay in filing his application for benefit. Therefore, the appeal was dismissed. The umpire added that the phrase "by reason of illness" as used by the local officer in disqualifying the claimant did not apply. But, as the evidence showed and as the umpire found, the claimant was not available for work within the meaning of the Act, and the officer's use of the phrase did not materially affect the final disposition of the case.

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## ILO Job Vacancies

The International Labour Office announces two vacancies for positions in its Technical Co-operation Program in South America. The job duties deal with modernization of rural life in the Andes in the countries of Bolivia, Ecuador, and Peru. The post is part of a United Nations Special Fund Project in South America for which the ILO is the main executing international agency. The qualifications required include professional training and wide experience in planning the promotion of small industries in developing countries for one of the posts and a university degree in economics or rural economics for the other. Persons interested in further information regarding these position vacancies should write to: Canada Branch, International Labour Office, 178 Queen Street, Ottawa 4, Ont.

# Publications

## *In the Library*

List No. 245

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

**Economic Policy**

1. Brewis, Thomas N. *Regional economic policies in Canada.* With an appendix by T. K. Rymes. Toronto, Macmillan 1969. 303p.

2. Johnson, Harry Gordon. *Economic policies towards less developed countries.* Washington, Brookings Institution [1967], xvi, 279p.

3. Okun, Arthur M. *Economic issues for the future.* [Washington, U.S. Dept. of Labor, Manpower Administration, 1968]. 34p.
Seminar on Manpower Policy and Program. Proceedings.
"Condensed transcript of the seminar held in Washingtc D.C., February 15, 1968."

**Employment Management**

4. National Industrial Conference Board. Canadian Offic *Employee-owned automobile allowances (an analysis),* by Willia H. Terry. Montreal, 1968. 31p.

5. Rico, Leonard. *The advance against paperwork; co puters, systems, and personnel.* Ann Arbor, Bureau of Industr Relations, University of Michigan [1967]. 330p.

6. Stroh, Thomas F. *The uses of video tape in training a development.* New York, American Management Associatic 1969. 59p.

**Executives**

7. House, Robert James. *Management development; desig evaluation and implementation.* Contributors: Henry L. To Jr., John R. Rizzo [and] Richard C. Dunnock. Ann Arb Bureau of Industrial Relations, Graduate School of Busine Administration, University of Michigan, c1967. 138p.

8. Jennings, Eugene Emerson. *The mobile manager: a stu of the new generation of top executives.* [East Lansing] Bureau Industrial Relations, Graduate School of Business Administ tion, University of Michigan [1967]. viii, 135p.

9. McGregor, Douglas Murray. *The professional manag* edited by Caroline McGregor and Warren G. Bennis N York, McGraw-Hill [1967]. xvi, 202p.

10. Vetter, Eric William. *Manpower planning for high tal personnel.* Ann Arbor, Bureau of Industrial Relations, Gradu School of Business Administration, University of Michi [1967]. 222p.

**Industrial Relations**

11. Verge, Pierre. *Le forum de la convention collect* [Québec, Faculté de Droit, Université Laval, 1968]. [564]-636
Cover title: Etudes juridiques en l'honneur de monsieu professeur Marie-Louis Beaulieu.
"Les Cahiers de droit, extrait, vol. 9. . . ."

12. Walker, Kenneth Frederick. *The role of the governn in industrial relations (with special reference to Austra* Geneva, 1968. 196-221p.
Reprinted from *Labour relations in the Asian counti* proceedings of the Second International Conference on

dustrial Relations, Tokyo 1967. (Tokyo, the Japan Institute of Labour, 1967).

**International Harvester Company**

13. Ozanne, Robert Willard. *A century of labor-management relations at McCormick and International Harvester.* Madison, University of Wisconsin Press, 1967. vii, 300p.

14. Ozanne, Robert Willard. *Wages in practice and theory; McCormick and International Harvester, 1860-1960.* Madison, University of Wisconsin Press, 1968. xiii, 181p.

A companion volume to *A century of labor-management relations at McCormick and International Harvester.*

**Labour Supply**

15. Morton, Joseph Edward. *On manpower forecasting.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 51p.

16. Somers, Gerald George, ed. *Retraining the unemployed.* Madison, University of Wisconsin Press, 1968. viii, 351p.

**Labouring Classes**

17. Fine, Sidney A. *The 1965 third edition of the Dictionary of occupational titles—content, contrasts, and critique.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. iv, 16p.

". . . Adapted from a speech given . . . at the Occupational Analysts Institute, Michigan State University, on July 18, 1967."

18. Osipov, Gennadii Vasil'evich, ed. *Industry and labour in the U.S.S.R.* [Translated from the Russian] with an introduction by Maurice Hookham. London, Tavistock Publications, 1966. ix, 297p.

19. Great Britain. Department of Employment and Productivity. *Labour costs in Great Britain in 1964.* London, HMSO, 1968. [22]p.

**Population**

20. Ontario. Department of Treasury and Economics. Economic Analysis Branch. *Preliminary population projections for Ontario, 1971-1991.* Toronto, 1968. [27]p.

21. U.S. President's Committee on Population and Family Planning. *Population and family planning: the transition from concern to action; report.* Washington, GPO 1968., p.34

**Social Conditions**

22. Sheppard, Harold L. *A search for new directions in the war against poverty.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 79-99p.

"A reprint of the Appendix Paper in *Toward Economic Security for the Poor.* Prepared by the Subcommittee on Employment Manpower, and Poverty of the Committee on Labor and Public Welfare, United States Senate (90th Congress, 2d Session) October 1968."

23. Stagner, Ross. *Psychological dynamics of inner-city problems.* [Washington, U.S. Dept. of Labor, Manpower Administration, 1968]. 35p.

Seminar on Manpower Policy and Program. Proceedings.

"Condensed transcript of the seminar held in Washington, D.C., March 14, 1968."

**Miscellaneous**

24. Black, Guy. *The application of systems analysis to government operations.* New York, Praeger, 1968. xiv, 186p.

25. Dumazedier, Joffre. *Toward a society of leisure.* Translated from the French by Stewart E. McClure. Foreword by David Riesman. New York, Free Press, 1967. xi, 307p.

Translation of *Vers une civilisation du loisir?*

26. Layton, Christopher Walter. *European advanced technology; a programme for integration.* London, PEP [1969]. 293p.

27. National Industrial Conference Board. *Business outlook, 1969, a discussion by the Conference Board Economic Forum and guests, held at the Waldorf-Astoria, New York City, November 26, 1968.* New York, 1969. 136p.

28. Ontario. Department of Labour. Research Branch. *Ontario collective agreement expirations, 1969.* Toronto, 1969. 173p.

29. Reichenbach, Robert Randall. *Organizing for data processing* [by] Robert R. Reicyenbach [and] Charles A. Tasso. New York, American Management Association, 1968. 159p.

This study examines the location and the effectiveness of the computer complex in the firm, the evolution of the computer and its uses, how the computer is used for organizational planning and management development, and, relationships with management.

30. Stigler, George Joseph. *The organization of industry.* Homewood, Ill., R. D. Irwin, 1968. viii, 328p.

## Labour Statistics

| Principal Items | Date | Amount | Percentage Change From Previous Month | Percentage Change From Previous Year |
|---|---|---|---|---|
| | | (in thousands) | | |
| TOTAL CIVILIAN LABOUR FORCE* | | 8,248 | + 2.3 | + 4.8 |
| (week ended May 24, 1969) | | | | |
| Employed | | 7,862 | + 3.1 | + 4.8 |
| Agriculture | | 592 | + 13.6 | + 1.4 |
| Non-agriculture | | 7,270 | + 2.3 | + 5.0 |
| Paid workers | | 6,751 | + 2.7 | + 5.5 |
| At work 35 hours or more** | | 3,964 | − 35.9 | − 36.0 |
| At work less than 35 hours** | | 3,616 | +203.1 | +231.4 |
| Employed but not at work | | 282 | + 12.8 | + 27.0 |
| Unemployed | | 386 | − 10.6 | + 5.5 |
| Atlantic | | 52 | − 22.4 | + 18.2 |
| Quebec | | 166 | − 8.8 | + 23.9 |
| Ontario | | 97 | − 3.0 | − 6.7 |
| Prairie | | 33 | − 21.4 | − 8.3 |
| Pacific | | 38 | − 7.3 | − 20.8 |
| Without work and seeking work | | 362 | − 10.4 | + 4.3 |
| On temporary layoff up to 30 days | | 24 | − 14.3 | + 26.3 |
| INDUSTRIAL EMPLOYMENT (1961 = 100) | April | 123.0 | + 0.2 | + 3.1 |
| Manufacturing employment (1961 = 100) | April | 123.6 | + 0.3 | + 2.8 |
| IMMIGRATION | 1st Quarter 1969 | 30,788 | — | − 13.5 |
| Destined to the labour force | 1st Quarter 1969 | 16,764 | — | − 11.1 |
| STRIKES AND LOCKOUTS | | | | |
| Strikes and lockouts | May | 125 | + 31.6 | + 7.8 |
| No. of workers involved | May | 108,563 | +259.3 | +250.3 |
| Duration in man days | May | 1,099,450 | +303.5 | +167.7 |
| EARNINGS AND INCOME | | | | |
| Average weekly wages and salaries (ind. comp.) | †April | $116.00 | 0.0 | + 6.5 |
| Average hourly earnings (mfg.) | †April | $ 2.75 | + 0.4 | + 7.4 |
| Average hours worked per week (mfg.) | †April | 40.3 | − 0.7 | − 1.0 |
| Average weekly wages (mfg.) | †April | $110.84 | − 0.1 | + 6.3 |
| Consumer price index (1961 = 100) | May | 124.9 | + 0.2 | + 4.7 |
| Index numbers of weekly wages in 1961 dollars (1961 = 100) | March | 119.6 | + 0.1 | + 5.7 |
| Total labour income (thousands of dollars) | February | 3,070 | + 2.1 | + 12.6 |
| INDUSTRIAL PRODUCTION† | | | | |
| Total (average 1961 = 100) | April | 167.7 | − 2.0 | + 6.4 |
| Manufacturing | April | 167.6 | − 2.2 | + 6.5 |
| Durables | April | 188.6 | − 2.2 | + 8.0 |
| Non-durables | April | 150.4 | − 2.1 | + 5.1 |
| NEW RESIDENTIAL CONSTRUCTION‡ | | | | |
| Starts | April | 15,542 | + 33.1 | + 30.8 |
| Completions | April | 15,312 | + 52.1 | + 33.4 |
| Under construction | April | 110,488 | 0.0 | + 39.9 |

* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau of Statistics, which, in additions, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

** The distribution by hours worked for the week ended May 24, 1969 is abnormal due to the presence of the Queen's Birthday in the reference w

## Tables


A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities


## A—Labour Force

**TABLE A-1**—Regional Distribution, Week Ended May 24, 1969

| | *Canada* | *Atlantic* | *Quebec* | *Ontario* | *Prairies* | *British Columbia* |
|---|---|---|---|---|---|---|
| | | | (in thousands) | | | |
| THE LABOUR FORCE | 8,248 | 666 | 2,294 | 3,056 | 1,384 | 848 |
| Men | 5,622 | 462 | 1,590 | 2,048 | 949 | 573 |
| Women | 2,626 | 204 | 704 | 1,008 | 435 | 275 |
| 14-19 years | 829 | 72 | 227 | 269 | 167 | 94 |
| 20-24 years | 1,289 | 131 | 402 | 432 | 207 | 117 |
| 25-44 years | 3,491 | 246 | 1,000 | 1,349 | 534 | 362 |
| 45-64 years | 2,412 | 199 | 613 | 912 | 431 | 257 |
| 65 years and over | 227 | 18 | 52 | 94 | 45 | 18 |
| EMPLOYED | 7,862 | 614 | 2,128 | 2,959 | 1,351 | 810 |
| Men | 5,333 | 419 | 1,459 | 1,983 | 926 | 546 |
| Women | 2,529 | 195 | 669 | 976 | 425 | 264 |
| Agriculture | 592 | 28 | 120 | 139 | 279 | 26 |
| Non-agriculture | 7,270 | 586 | 2,008 | 2,820 | 1,072 | 784 |
| Paid workers | 6,751 | 534 | 1,844 | 2,639 | 1,007 | 727 |
| Men | 4,444 | 357 | 1,240 | 1,724 | 640 | 483 |
| Women | 2,307 | 177 | 604 | 915 | 367 | 244 |
| UNEMPLOYED | 386 | 52 | 166 | 97 | 33 | 38 |
| Men | 289 | 43 | 131 | 65 | 23 | 27 |
| Women | 97 | * | 35 | 32 | 10 | 11 |
| PERSONS NOT IN LABOUR FORCE | 6,344 | 691 | 1,895 | 2,155 | 983 | 620 |
| Men | 1,611 | 210 | 477 | 524 | 244 | 156 |
| Women | 4,733 | 481 | 1,418 | 1,631 | 739 | 464 |

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

**TABLE A-2**—Age, Sex and Marital Status, Week Ended May 24, 1969

| | Total | 14-19 Years All Persons | 20-64 years Men Married | 20-64 years Men Other | 20-64 years Women Married | 20-64 years Women Other | 65 Years and Over All Persons |
|---|---|---|---|---|---|---|---|
| | | | (in thousands) | | | | |
| POPULATION 14 YEARS OF AGE AND OVER* | 14,592 | 2,419 | 4,136 | 1,157 | 4,220 | 1,128 | 1,532 |
| LABOUR FORCE | 8,248 | 829 | 3,979 | 996 | 1,410 | 807 | 227 |
| Employed | 7,862 | 739 | 3,845 | 910 | 1,372 | 780 | 216 |
| Unemployed | 386 | 90 | 134 | 86 | 38 | 27 | 11 |
| NOT IN LABOUR FORCE | 6,344 | 1,590 | 157 | 161 | 2,810 | 321 | 1,305 |
| PARTICIPATION RATE† | | | | | | | |
| 1969—May 24 | 56.5 | 34.3 | 96.2 | 86.1 | 33.4 | 71.5 | 14.8 |
| April 19 | 55.4 | 31.6 | 95.5 | 80.8 | 33.6 | 70.3 | 14.3 |
| UNEMPLOYMENT RATE‡ | | | | | | | |
| 1969—May 24 | 4.7 | 10.9 | 3.4 | 8.6 | 2.7 | 3.3 | 4.8 |
| April 19 | 5.4 | 11.5 | 4.4 | 10.8 | 2.8 | 2.7 | 5.0 |

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

**TABLE A-3**—Unemployed, Week Ended May 24, 1969

| | May 1969 | April 1969 | May 1968 |
|---|---|---|---|
| | (in thousands) | | |
| TOTAL UNEMPLOYED | 386 | 432 | 366 |
| On temporary layoff up to 30 days | 24 | 28 | 19 |
| Without work and seeking work | 362 | 404 | 347 |
| SEEKING: | | | |
| Full-time work | 339 | 383 | 327 |
| Part-time work | 23 | 21 | 20 |
| Under 1 month | 117 | 91 | 100 |
| 1-3 months | 103 | 125 | 108 |
| 4-6 months | 71 | 116 | 77 |
| More than 6 months | 71 | 72 | 62 |

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

**TABLE B-1**—Estimates of Labour Income, by Industry

| Year and Month | Monthly Totals | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *Mining* | *Manufacturing* | *Transportation, Storage and Communication‡* | *Forestry* | *Construction* | *Public Utilities* | *Trade* | *Finance, Services (including Government)* | *Supplementary Labour Income* | *Totals ** * |
| | (millions of dollars) | | | | | | | | | |
| 1966—Total | 737 | 8,090 | 2,513 | 410 | 2,448 | 486 | 4,125 | 9,056 | 1,536 | 29,661 |
| 1967—Total | 813 | 8,580 | 2,815 | 431 | 2,546 | 562 | 4,527 | 10,198 | 1,648 | 32,385 |
| 1968—Total | 878 | 9,144 | 3,024 | 424 | 2,598 | 635 | 4,972 | 11,461 | 1,818 | 35,230 |
| 1968—March | 72.2 | 721.2 | 236.8 | 29.0 | 184.9 | 51.4 | 391.3 | 911.1 | 146.5 | 2,758.7 |
| April | 70.5 | 744.7 | 241.7 | 25.7 | 198.9 | 51.6 | 398.9 | 918.2 | 151.3 | 2,819.8 |
| May | 72.6 | 757.5 | 247.9 | 34.8 | 218.0 | 52.8 | 407.0 | 952.6 | 152.2 | 2,919.3 |
| June | 74.2 | 766.5 | 252.6 | 40.6 | 228.8 | 53.2 | 414.8 | 966.6 | 154.3 | 2,979.5 |
| July | 74.4 | 754.9 | 249.1 | 40.6 | 240.9 | 54.0 | 412.6 | 967.6 | 162.3 | 2,991.7 |
| August | 74.4 | 777.2 | 258.4 | 42.2 | 247.9 | 54.3 | 414.8 | 975.5 | 154.2 | 3,034.4 |
| September | 73.6 | 799.8 | 266.1 | 41.7 | 251.7 | 54.5 | 422.8 | 982.7 | 165.8 | 3,089.5 |
| October | 74.5 | 799.1 | 264.6 | 40.8 | 243.2 | 54.2 | 430.4 | 987.9 | 151.7 | 3,070.7 |
| November | 75.2 | 799.9 | 265.9 | 39.6 | 233.9 | 54.2 | 446.8 | 1,011.0 | 149.6 | 3,095.2 |
| December | 74.6 | 785.4 | 261.9 | 29.6 | 188.4 | 54.2 | 459.4 | 1,003.3 | 153.1 | 3,026.8 |
| 1969—January | 76.2 | 790.3 | 271.4 | 24.1 | 186.8 | 53.8 | 439.6 | 1,004.5 | 146.2 | 3,007.0 |
| February* | 77.3 | 803.2 | 259.9 | 27.4 | 200.8 | 51.1 | 440.3 | 1,028.4 | 167.5 | 3,070.1 |
| March* | 78.5 | 815.3 | 261.5 | 31.2 | 200.5 | 53.2 | 447.6 | 1,032.9 | 167.8 | 3,104.2 |
| April† | 75.6 | 818.8 | 264.3 | 27.5 | 207.9 | 54.2 | 453.6 | 1,042.8 | 168.5 | 3,131.9 |
| | **Seasonally Adjusted** | | | | | | | | | |
| 1966—Total | 737 | 8,090 | 2,513 | 410 | 2,448 | 486 | 4,125 | 9,056 | 1,536 | 29,661 |
| 1967—Total | 813 | 8,581 | 2,815 | 431 | 2,546 | 562 | 4,527 | 10,198 | 1,648 | 32,385 |
| 1968—Total | 878 | 9,144 | 3,024 | 424 | 2,598 | 635 | 4,973 | 11,461 | 1,819 | 35,230 |
| 1968—March | 71.7 | 730.5 | 247.4 | 35.0 | 213.1 | 52.9 | 399.9 | 918.8 | 143.7 | 2,835.6 |
| April | 73.0 | 752.9 | 246.3 | 34.2 | 215.5 | 52.6 | 403.3 | 927.1 | 146.2 | 2,873.9 |
| May | 72.9 | 757.1 | 247.4 | 37.9 | 218.0 | 53.6 | 408.3 | 955.2 | 148.4 | 2,922.6 |
| June | 72.3 | 754.7 | 246.8 | 39.2 | 215.5 | 52.6 | 408.9 | 953.4 | 148.4 | 2,914.2 |
| July | 73.9 | 755.6 | 239.7 | 35.3 | 215.0 | 52.7 | 412.6 | 959.9 | 153.4 | 2,921.1 |
| August | 73.4 | 764.2 | 251.1 | 27.0 | 216.7 | 52.4 | 418.7 | 970.3 | 155.1 | 2,961.5 |
| September | 74.1 | 782.5 | 258.4 | 34.6 | 222.4 | 53.5 | 422.2 | 972.5 | 156.9 | 3,000.4 |
| October | 75.1 | 785.5 | 261.1 | 34.7 | 216.1 | 53.8 | 427.3 | 980.0 | 157.8 | 3,014.6 |
| November | 75.3 | 792.2 | 267.2 | 35.3 | 224.5 | 53.9 | 435.3 | 1,010.4 | 160.8 | 3,078.1 |
| December | 74.8 | 801.1 | 274.0 | 33.0 | 219.8 | 54.6 | 443.8 | 1,010.6 | 161.9 | 3,096.6 |
| 1969—January* | 76.5 | 809.6 | 272.3 | 28.3 | 219.2 | 54.7 | 448.6 | 1,019.1 | 161.6 | 3,113.3 |
| February* | 77.1 | 817.9 | 268.8 | 30.4 | 236.0 | 52.0 | 452.1 | 1,040.5 | 164.5 | 3,162.5 |
| March* | 78.1 | 826.0 | 273.6 | 39.3 | 230.4 | 55.0 | 457.7 | 1,038.9 | 165.8 | 3,187.9 |
| April† | 78.4 | 826.5 | 270.0 | 39.1 | 227.6 | 55.4 | 458.6 | 1,041.5 | 166.1 | 3,186.6 |

Revised. † Preliminary.

ncludes post office wages and salaries. ** Figures in this column are for total labour income, Canada, but are not totals of the figures in the naining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

OTE: Monthly figures may not add to annual totals because of rounding.

URCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1969, employers in the principal non-agricultural industries reported a total employment of 3,597,381. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample surv of establishments employing less than 20 persons. Tables C-5 C-7 are based on reports from a somewhat smaller number firms than Tables C-1, C-2 and C-4. They relate only to wa earners for whom statistics of hours of work are also availab whereas Tables C-1, C-2 and C-4 relate to salaried employees well as to all wage earners in the reporting firms.

**TABLE C-1**—Employment, Payrolls and Weekly Wages and Salaries

| Year and Month | *Industrial Composite*‡ | | | *Manufacturing* | | |
|---|---|---|---|---|---|---|
| | *Index Numbers (1961 = 100)* | | | *Index Numbers (1961 = 100)* | | |
| | *Employment* | *Average Weekly Wages and Salaries* | *Average Weekly Wages and Salaries* | *Employment* | *Average Weekly Wages and Salaries* | *Average Weekly Wages an Salaries* |
| | | | $ | | | $ |
| AVERAGE | | | | | | |
| 1964 | 108.2 | 110.6 | 86.51 | 111.1 | 110.9 | 90.42 |
| 1965 | 114.3 | 116.3 | 91.01 | 117.2 | 116.2 | 94.78 |
| 1966 | 120.7 | 123.1 | 96.30 | 123.5 | 122.8 | 100.13 |
| 1967 | 122.6 | 131.4 | 102.79 | 123.2 | 130.6 | 106.53 |
| 1968† | 122.7 | 140.4 | 109.88 | 122.1 | 140.3 | 114.42 |
| 1968—February | 117.1 | 137.0 | 107.18 | 117.7 | 136.5 | 111.32 |
| March | 118.0 | 137.5 | 107.57 | 119.4 | 136.7 | 111.48 |
| April | 119.3 | 139.3 | 108.95 | 120.2 | 140.2 | 114.33 |
| May | 122.6* | 139.9 | 109.46* | 122.0 | 140.2 | 114.35 |
| June | 124.6 | 140.5 | 109.96 | 123.3 | 140.1 | 114.23 |
| July | 124.0 | 140.6 | 109.97 | 121.8 | 138.8 | 113.20 |
| August | 126.9 | 141.8 | 110.95* | 125.3 | 140.4 | 114.48 |
| September | 126.7 | 143.8 | 112.52 | 125.7 | 143.6 | 117.08 |
| October | 126.0 | 144.3 | 112.90 | 124.5 | 144.8 | 118.08 |
| November | 125.7 | 144.9 | 113.37 | 124.0 | 145.5 | 118.70 |
| December | 122.7 | 140.5 | 109.94 | 121.4 | 140.9 | 114.92 |
| 1969—January* | 121.4 | 145.8 | 114.04 | 121.8 | 146.5 | 119.47 |
| February* | 122.1 | 147.2 | 115.20 | 122.5 | 148.1 | 120.80 |
| March† | 122.8 | 148.3 | 116.04 | 123.2 | 149.2 | 121.70 |

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance surance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

**TABLE C-2**—Area Summary of Employment and Average Weekly Wages and Salaries

This table was unavailable from the DBS this month. It will reappear in the September issue.

**TABLE C-3**—Estimates of Employees by Industry, Provinces and Canada

| | Forestry | Mines, Quarries and Oil Wells | Manufacturing Non-durables | Manufacturing Durables | Construction | Transportation, Communication and Other Utilities | Trade | Finance, Insurance and Real Estate | Community, Business and Personal Services: Non commercial Sector† | Community, Business and Personal Services: Commercial Sector‡ | Public Administration** | Total Specified Industries |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | (in thousands) | | | | | | |
| CANADA | | | | | | | | | | | | |
| Feb. 1969* | — | 120.8 | 845.7 | 800.6 | 318.0 | — | 998.5 | 290.5 | 1,126.7 | 627.2 | 403.9 | 6,216.0 |
| Jan. 1969* | 47.6 | 119.9 | 838.5 | 794.8 | 313.7 | 629.1 | 1,003.2 | 288.6 | 1,114.3 | 619.5 | 406.3 | 6,181.5 |
| Feb. 1968 | 54.3 | 117.4 | 805.6 | 747.3 | 297.7 | 618.9 | 929.6 | 267.1 | 1,055.7 | 570.4 | 396.7 | 5,861.7 |
| NEWFOUNDLAND | | | | | | | | | | | | |
| Jan. 1969* | 2.1 | 5.8 | 8.4 | 1.6 | 6.4 | 12.9 | 16.8 | 2.0 | 21.8 | 7.4 | 7.8 | 93.3 |
| Dec. 1968* | 1.4 | 5.7 | 8.7 | 1.5 | 6.2 | 14.4 | 17.6 | 2.1 | 22.8 | 7.4 | 7.7 | 95.6 |
| Jan. 1968 | 2.1 | 5.6 | 9.1 | 1.7 | 7.0 | 14.4 | 15.3 | 1.8 | 21.7 | 6.1 | 7.6 | 92.5 |
| PRINCE EDWARD ISLAND | | | | | | | | | | | | |
| Jan. 1969* | — | — | 2.3 | 0.3 | 1.2 | 2.7 | 4.0 | 0.6 | 6.1 | 1.4 | 2.0 | 20.6 |
| Dec. 1968* | — | — | 2.3 | 0.3 | 1.4 | 3.0 | 4.3 | 0.6 | 6.1 | 1.5 | 2.1 | 21.5 |
| Jan. 1968 | — | — | 1.3 | 0.4 | 1.2 | 2.7 | 3.6 | 0.6 | 5.7 | 1.7 | 2.1 | 19.3 |
| NOVA SCOTIA | | | | | | | | | | | | |
| Jan. 1969* | 2.5 | 6.8 | 17.2 | 13.2 | 11.6 | 23.5 | 31.5 | 6.9 | 39.1 | 13.8 | 20.2 | 186.2 |
| Dec. 1968* | 1.4 | 7.0 | 17.9 | 13.5 | 11.6 | 21.9 | 33.6 | 6.6 | 38.5 | 13.3 | 20.1 | 185.4 |
| Jan. 1968 | 2.0 | 7.1 | 16.9 | 14.7 | 9.7 | 21.8 | 28.5 | 6.4 | 37.0 | 12.3 | 19.1 | 175.4 |
| NEW BRUNSWICK | | | | | | | | | | | | |
| Jan. 1969* | 3.4 | 2.3 | 15.9 | 10.6 | 8.1 | 21.8 | 25.4 | 4.4 | 31.0 | 9.3 | 11.2 | 143.5 |
| Dec. 1968* | 5.0 | 2.2 | 16.2 | 10.7 | 8.0 | 21.2 | 27.0 | 4.4 | 31.5 | 9.8 | 10.9 | 146.8 |
| Jan. 1968 | 4.4 | 2.4 | 15.3 | 10.6 | 7.3 | 23.3 | 22.9 | 4.3 | 30.2 | 9.6 | 10.5 | 140.7 |
| QUEBEC | | | | | | | | | | | | |
| Jan. 1969* | 12.5 | 23.7 | 316.6 | 192.9 | 71.4 | 172.7 | 252.5 | 80.3 | 304.5 | 161.2 | 89.3 | 1,677.6 |
| Dec. 1968* | 15.4 | 23.8 | 314.6 | 193.6 | 65.8 | 176.3 | 261.7 | 79.8 | 302.9 | 160.6 | 82.0 | 1,676.2 |
| Jan. 1968 | 19.9 | 24.7 | 303.4 | 185.2 | 68.6 | 166.8 | 237.5 | 74.3 | 287.9 | 150.5 | 86.7 | 1,605.5 |
| ONTARIO | | | | | | | | | | | | |
| Jan. 1969* | 11.1 | 34.9 | 366.8 | 453.4 | 133.2 | 203.2 | 398.7 | 124.6 | 410.2 | 251.2 | 167.3 | 2,554.7 |
| Dec. 1968* | 11.3 | 34.4 | 364.9 | 450.4 | 130.4 | 204.8 | 418.6 | 124.2 | 412.4 | 248.8 | 166.8 | 2,567.0 |
| Jan. 1968 | 12.5 | 34.2 | 353.0 | 443.4 | 119.1 | 205.9 | 371.0 | 116.6 | 377.6 | 226.0 | 160.2 | 2,419.6 |
| MANITOBA | | | | | | | | | | | | |
| Jan. 1969* | 0.7 | 7.2 | 27.6 | 19.9 | 13.9 | 43.5 | 50.7 | 13.1 | 51.5 | 29.2 | 19.1 | 276.4 |
| Dec. 1968* | 0.6 | 6.7 | 27.6 | 19.8 | 14.0 | 44.3 | 53.1 | 12.8 | 52.6 | 29.6 | 19.0 | 280.1 |
| Jan. 1968 | 0.7 | 6.5 | 26.1 | 18.9 | 13.4 | 43.7 | 51.8 | 12.4 | 49.6 | 27.1 | 19.2 | 269.4 |
| SASKATCHEWAN | | | | | | | | | | | | |
| Jan. 1969* | 0.6 | 5.1 | 9.2 | 5.6 | 10.2 | 24.6 | 38.9 | 8.3 | 48.1 | 19.6 | 16.9 | 187.0 |
| Dec. 1968* | 0.5 | 5.1 | 9.5 | 5.2 | 11.4 | 25.7 | 42.3 | 8.4 | 48.4 | 19.7 | 17.1 | 193.3 |
| Jan. 1968 | 0.6 | 5.0 | 9.2 | 5.8 | 12.2 | 24.6 | 37.6 | 8.2 | 47.9 | 17.1 | 17.3 | 185.4 |
| ALBERTA | | | | | | | | | | | | |
| Jan. 1969* | 1.7 | 22.4 | 25.9 | 24.5 | 29.2 | 47.8 | 80.7 | 18.8 | 93.9 | 51.2 | 31.3 | 427.5 |
| Dec. 1968* | 1.7 | 21.6 | 26.2 | 24.0 | 31.2 | 47.7 | 86.1 | 18.7 | 96.3 | 50.3 | 31.6 | 435.3 |
| Jan. 1968 | 1.4 | 20.9 | 25.1 | 25.8 | 32.6 | 46.7 | 75.2 | 16.1 | 86.7 | 47.2 | 30.5 | 408.2 |
| BRITISH COLUMBIA | | | | | | | | | | | | |
| Jan. 1969* | 13.0 | 9.3 | 48.4 | 72.7 | 27.7 | 75.1 | 102.9 | 29.6 | 106.4 | 73.8 | 38.9 | 598.1 |
| Dec. 1968* | 16.0 | 9.3 | 49.0 | 73.4 | 29.1 | 76.6 | 110.7 | 30.0 | 110.2 | 74.5 | 38.6 | 617.4 |
| Jan. 1968 | 16.6 | 9.5 | 45.9 | 66.9 | 31.1 | 74.5 | 94.5 | 25.8 | 100.6 | 66.1 | 38.2 | 569.7 |

Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households. Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic rvice) and miscellaneous services. ** Excludes non-civilian employees.

OTE: Revised total national estimates for December 1968 and January 1969 will not be published in the LABOUR GAZETTE because of a change in the ethod of computing these data. In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made r welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, apping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

ASIS: 1960 Standard Industrial Classification.

URCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

**ABLE C-4**—Industry Summary of Employment and Average Weekly Wages and Salaries

This table was unavailable from DBS this month. It will reappear in the September issue.

TABLE C-5— Hours and Earnings, Hourly Rated Wage Earners, by Industry

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | Feb. 1969 | Jan. 1969 | Feb. 1968 | Feb. 1969 | Jan. 1969 | Feb. 1968 | Feb. 1969 | Jan. 1969 | Feb. 1968 |
| | | | | $ | $ | $ | $ | $ | $ |
| MINING, INCLUDING MILLING | 42.2 | 41.9 | 42.7 | 3.23 | 3.22 | 3.02 | 136.42 | 135.10 | 128.94 |
| Metals | 41.1 | 41.1 | 41.5 | 3.31 | 3.31 | 3.11 | 136.00 | 135.92 | 129.21 |
| Mineral fuels | 42.7 | 42.8 | 43.7 | 2.81 | 2.78 | 2.58 | 120.05 | 119.10 | 112.53 |
| Non-metals, except fuels | 42.7 | 43.3 | 43.4 | 3.00 | 3.03 | 2.85 | 128.10 | 130.92 | 123.61 |
| Quarries and sand pits | 44.9 | 41.9 | 44.5 | 2.56 | 2.47 | 2.36 | 115.05 | 103.21 | 105.12 |
| Services incidental to mining | 45.6 | 43.5 | 46.6 | 3.58 | 3.57 | 3.29 | 163.47 | 155.13 | 153.20 |
| MANUFACTURING | 40.3 | 40.1 | 40.4 | 2.72 | 2.71 | 2.49 | 109.47 | 108.42 | 100.56 |
| Durable goods | 40.9 | 40.6 | 40.9 | 2.92 | 2.91 | 2.67 | 119.41 | 118.06 | 109.27 |
| Non-durable goods | 39.7 | 39.5 | 39.9 | 2.50 | 2.49 | 2.31 | 99.30 | 98.55 | 92.26 |
| Food and beverages | 38.9 | 39.0 | 39.4 | 2.45 | 2.45 | 2.26 | 95.34 | 95.57 | 89.16 |
| Foods | 38.8 | 39.0 | 39.3 | 2.37 | 2.37 | 2.21 | 92.09 | 92.45 | 86.62 |
| Beverages | 39.8 | 39.6 | 40.3 | 3.00 | 3.00 | 2.67 | 119.40 | 118.95 | 107.70 |
| Tobacco processing and products | 38.2 | 38.0 | 38.6 | 2.70 | 2.67 | 2.43 | 103.14 | 101.36 | 93.64 |
| Rubber products | 41.3 | 41.2 | 41.4 | 2.81 | 2.80 | 2.52 | 116.01 | 115.58 | 104.35 |
| Leather products | 40.0 | 39.9 | 40.5 | 1.84 | 1.83 | 1.71 | 73.50 | 73.15 | 69.27 |
| Textile products | 41.3 | 41.3 | 41.1 | 2.14 | 2.13 | 1.96 | 88.37 | 87.94 | 80.52 |
| Miscellaneous textiles | 39.9 | 39.1 | 39.8 | 2.26 | 2.24 | 1.81 | 89.93 | 87.76 | 72.06 |
| Knitting mills | 40.4 | 40.3 | 41.2 | 1.66 | 1.65 | 1.53 | 67.25 | 66.49 | 62.87 |
| Clothing | 37.4 | 36.8 | 37.9 | 1.85 | 1.83 | 1.69 | 69.27 | 67.35 | 64.09 |
| Wood products | 40.2 | 38.6 | 40.6 | 2.61 | 2.58 | 2.39 | 104.91 | 99.79 | 97.23 |
| Furniture and fixtures | 42.0 | 41.3 | 41.7 | 2.14 | 2.13 | 1.98 | 89.78 | 88.17 | 82.45 |
| Paper and allied industries | 41.2 | 41.0 | 40.9 | 3.18 | 3.18 | 2.96 | 131.14 | 130.31 | 121.12 |
| Pulp and Paper mills | 41.5 | 41.2 | 41.1 | 3.47 | 3.48 | 3.22 | 143.85 | 143.23 | 132.40 |
| Printing, publishing and allied industries | 37.7 | 37.5 | 38.1 | 3.20 | 3.18 | 2.97 | 120.84 | 119.12 | 113.27 |
| Primary metal industries | 40.9 | 40.6 | 40.8 | 3.23 | 3.23 | 3.05 | 132.08 | 131.26 | 124.20 |
| Iron and steel mills | 40.3 | 40.0 | 40.2 | 3.35 | 3.35 | 3.17 | 135.00 | 134.06 | 127.11 |
| Metal fabricating industries | 41.1 | 40.8 | 41.2 | 2.88 | 2.85 | 2.63 | 118.47 | 116.16 | 108.50 |
| Machinery, except electrical | 41.6 | 41.1 | 41.3 | 3.13 | 3.09 | 2.81 | 130.09 | 127.26 | 115.87 |
| Transportation equipment | 40.7 | 41.0 | 41.0 | 3.24 | 3.22 | 2.87 | 131.94 | 132.06 | 117.55 |
| Aircraft and parts | 41.9 | 42.1 | 41.7 | 3.15 | 3.14 | 2.95 | 132.13 | 131.95 | 123.09 |
| Motor vehicles | 40.5 | 40.9 | 40.9 | 3.34 | 3.32 | 2.88 | 135.10 | 135.77 | 117.77 |
| Assembling | 40.3 | 40.9 | 40.5 | 3.57 | 3.54 | 3.22 | 143.84 | 144.96 | 130.71 |
| Parts and accessories | 40.7 | 41.0 | 41.2 | 3.21 | 3.19 | 2.67 | 130.80 | 130.67 | 110.04 |
| Shipbuilding and repairing | 39.5 | 39.7 | 39.9 | 3.22 | 3.17 | 2.87 | 126.96 | 125.78 | 114.62 |
| Electrical products | 40.6 | 40.6 | 40.3 | 2.63 | 2.62 | 2.45 | 106.51 | 106.32 | 98.46 |
| Communications equipment | 40.3 | 40.5 | 40.0 | 2.49 | 2.48 | 2.35 | 100.50 | 100.42 | 94.09 |
| Non-metallic mineral products | 41.2 | 41.7 | 41.7 | 2.82 | 2.81 | 2.60 | 116.18 | 117.14 | 108.26 |
| Petroleum and coal products | 42.1 | 42.6 | 42.9 | 3.72 | 3.72 | 3.49 | 156.87 | 158.47 | 149.68 |
| Chemical and chemical products | 40.5 | 40.3 | 40.9 | 2.90 | 2.89 | 2.69 | 117.42 | 116.25 | 110.07 |
| Miscellaneous manufacturing industries | 40.3 | 39.9 | 40.6 | 2.19 | 2.18 | 2.05 | 88.48 | 86.86 | 83.00 |
| CONSTRUCTION | 40.0 | 38.5 | 40.4 | 3.59 | 3.53 | 3.29 | 144.14 | 135.94 | 132.81 |
| Building | 38.7 | 37.5 | 38.7 | 3.67 | 3.60 | 3.35 | 142.04 | 135.28 | 129.8 |
| General contractors | 38.8 | 37.5 | 39.2 | 3.51 | 3.47 | 3.25 | 136.37 | 130.09 | 127.4 |
| Special trade contractors | 38.7 | 37.5 | 38.3 | 3.77 | 3.70 | 3.44 | 145.88 | 138.83 | 131.5 |
| Engineering | 43.9 | 41.1 | 44.5 | 3.41 | 3.33 | 3.16 | 149.83 | 136.90 | 140.3 |
| Highways, bridges and streets | 45.5 | 43.9 | 44.3 | 2.79 | 2.72 | 2.56 | 126.78 | 119.31 | 113.3 |
| Other engineering | 42.9 | 39.4 | 44.6 | 3.83 | 3.78 | 3.55 | 164.34 | 148.86 | 158.2 |
| OTHER INDUSTRIES | | | | | | | | | |
| Urban transit | 41.4 | 41.3 | 40.8 | 3.31 | 3.33 | 3.11 | 136.87 | 137.38 | 126.9 |
| Highway and bridge maintenance | 38.0 | 37.4 | 40.6 | 2.55 | 2.61 | 2.36 | 96.52 | 97.63 | 95.5 |
| Laundries, cleaners and pressers | 36.9 | 36.6 | 38.3 | 1.58 | 1.58 | 1.46 | 58.32 | 57.77 | 55.7 |
| Hotels, restaurants and taverns | 32.6 | 31.8 | 33.5 | 1.60 | 1.58 | 1.47 | 52.03 | 50.35 | 49.2 |

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings*, (DBS Cat. No. 72-003).

## TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

| Year and Month | Average Weekly Hours | Average Hourly Earnings | Average Weekly Wages | Index Numbers of Average Weekly Wages (1961 = 100) | |
|---|---|---|---|---|---|
| | | | | Current Dollars | 1961 Dollars |
| | | $ | $ | | |
| Average | | | | | |
| 1964 | 41.0 | 2.02 | 79.51 | 106.8 | 103.7 |
| 1965 | 41.0 | 2.12 | 82.96 | 111.4 | 106.3 |
| 1966 | 40.8 | 2.25 | 86.94 | 116.8 | 108.8 |
| 1967 | 40.3 | 2.40 | 91.65 | 123.1 | 110.5 |
| 1968† | 40.3 | 2.58 | 96.84 | 130.1 | 112.8 |
| Last Pay Period in | | | | | |
| 1968—February | 40.4 | 2.49 | 100.56 | 135.1 | 113.9 |
| March | 40.1 | 2.51 | 100.63 | 135.2 | 113.2 |
| April | 40.7 | 2.56 | 104.28 | 140.1 | 117.4 |
| May | 40.6 | 2.57 | 104.52 | 140.4 | 117.2 |
| June | 40.4 | 2.57 | 103.94 | 139.6 | 115.9 |
| July | 40.0 | 2.56 | 102.23 | 137.3 | 113.7 |
| August | 40.4 | 2.59 | 104.63 | 140.5 | 116.1 |
| September | 41.0 | 2.62 | 107.43 | 144.3 | 118.9 |
| October | 40.9 | 2.64 | 108.22 | 145.4 | 119.2 |
| November | 40.9 | 2.66 | 108.68 | 146.0 | 119.4 |
| December | 38.0 | 2.70 | 102.56 | 137.8 | 112.4 |
| 1969—January* | 40.1 | 2.71 | 108.42 | 145.6 | 118.8 |
| February† | 40.3 | 2.72 | 109.47 | 147.0 | 119.4 |

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

| | Average Weekly Hours* | | | Average Hourly Earnings* | | |
|---|---|---|---|---|---|---|
| | February 1969 | January 1969 | February 1968 | February 1969 | January 1969 | February 1968 |
| | | | | $ | $ | $ |
| Newfoundland | 42.7 | 39.4 | 40.4 | 2.30 | 2.37 | 2.25 |
| Nova Scotia | 39.9 | 39.0 | 39.3 | 2.18 | 2.15 | 2.04 |
| New Brunswick | 41.1 | 41.1 | 40.9 | 2.24 | 2.24 | 2.12 |
| Quebec | 41.1 | 41.1 | 41.2 | 2.44 | 2.43 | 2.25 |
| Ontario | 40.2 | 40.1 | 40.4 | 2.85 | 2.84 | 2.59 |
| Manitoba | 39.2 | 39.0 | 39.4 | 2.40 | 2.37 | 2.21 |
| Saskatchewan | 38.8 | 38.3 | 39.4 | 2.88 | 2.89 | 2.65 |
| Alberta | 39.2 | 38.3 | 39.8 | 2.74 | 2.73 | 2.55 |
| British Columbia | 38.0 | 36.8 | 38.0 | 3.39 | 3.39 | 3.15 |

*Excludes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tab E-1 to E-4 is *The Statistical Report on the Operation of Un ployment Insurance Act* (DBS Cat. No. 73-001). For further formation regarding the nature of the data see Technical N page 307, May issue.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

| *End of* | *Total* | *Employed* | *Claimants* |
|---|---|---|---|
| 1969—February | 5,455,000 | 4,824,000 | 631,000 |
| January | 5,447,000 | 4,831,000 | 616,000 |
| 1968—December | 5,397,000 | 4,899,100 | 497,900 |
| November | 5,356,000 | 5,014,400 | 341,600 |
| October | 5,295,000 | 5,030,500 | 264,500 |
| September | 5,301,000 | 5,054,300 | 246,700 |
| August | 5,320,000 | 5,050,200 | 269,800 |
| July | 5,256,000 | 4,935,000 | 321,000 |
| June* | 5,262,000 | 4,970,900 | 291,100 |
| May | 4,727,000 | 4,405,600 | 321,400 |
| April | 4,859,000 | 4,284,000 | 575,000 |
| March | 4,894,000 | 4,237,100 | 656,900 |
| February | 4,864,000 | 4,204,500 | 659,500 |

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.

**TABLE E-4**—Benefit Payments, by Province, March 1969

| *Province* | *Weeks Paid* | *Amount o Benefit Paid* |
|---|---|---|
| Newfoundland | 124,958 | 3,803,61 |
| Prince Edward Island | 25,460 | 738,21 |
| Nova Scotia | 114,289 | 3,428,82 |
| New Brunswick | 108,560 | 3,309,86 |
| Quebec | 640,680 | 20,734,22 |
| Ontario | 563,954 | 17,574,57 |
| Manitoba | 88,211 | 2,709,0( |
| Saskatchewan | 86,658 | 2,690,1( |
| Alberta | 87,940 | 2,794,0 |
| British Columbia | 263,832 | 8,658,0 |
| Total, Canada, March 1969 | 2,104,542 | 66,440,5 |
| Total, Canada, February 1969 | 2,144,751 | 67,393,8 |
| Total, Canada, March 1968 | 2,399,837 | 63,704,7 |

**TABLE E-3**—Number of Initial and Renewal Claims Filed in Local Offices in each Province

| *Province* | *March 1969* | | | *March 1968* | | |
|---|---|---|---|---|---|---|
| | *Total** | *Initial* | *Renewal* | *Total* | *Initial* | *Renewa* |
| CANADA | 158,436 | 124,203 | 34,233 | 182,998 | 138,228 | 44,77( |
| Newfoundland | 5,576 | 4,830 | 746 | 6,259 | 5,101 | 1,15 |
| Prince Edward Island | 1,059 | 948 | 111 | 987 | 892 | 9 |
| Nova Scotia | 7,467 | 6,133 | 1,334 | 7,202 | 5,574 | 1,62 |
| New Brunswick | 7,677 | 6,644 | 1,033 | 7,746 | 6,568 | 1,17 |
| Quebec | 53,939 | 42,190 | 11,749 | 63,635 | 47,226 | 16,40 |
| Ontario | 48,922 | 37,161 | 11,761 | 58,600 | 43,471 | 15,12 |
| Manitoba | 5,720 | 4,740 | 980 | 6,092 | 4,957 | 1,13 |
| Saskatchewan | 5,191 | 4,350 | 841 | 4,844 | 4,036 | 80 |
| Alberta | 6,897 | 5,435 | 1,462 | 8,058 | 6,308 | 1,75( |
| British Columbia | 15,988 | 11,772 | 4,216 | 19,575 | 14,095 | 5,48 |

*In addition, revised claims numbered 39,650.

TABLE E-2— Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1969

| Province and sex | Total claimants | Number of weeks on claim (based on 20 per cent sample) | | | | Total claimants |
|---|---|---|---|---|---|---|
| | | 1-4 | 5-13 | 14-26 | 27 or more* | March 29, 1968 |
| CANADA | 594,148 | 158,828 | 213,180 | 178,277 | 43,863 | 656,941 |
| Male | 428,262 | 117,645 | 160,320 | 128,426 | 21,871 | 482,310 |
| Female | 165,886 | 41,183 | 52,860 | 49,851 | 21,992 | 174,631 |
| NEWFOUNDLAND | 32,001 | 5,045 | 12,565 | 13,160 | 1,231 | 33,086 |
| Male | 28,532 | 4,505 | 11,376 | 11,898 | 753 | 29,820 |
| Female | 3,469 | 540 | 1,189 | 1,262 | 478 | 3,266 |
| PRINCE EDWARD ISLAND | 6,362 | 1,243 | 2,217 | 2,747 | 155 | 6,444 |
| Male | 5,059 | 992 | 1,751 | 2,229 | 87 | 5,343 |
| Female | 1,303 | 251 | 466 | 518 | 68 | 1,101 |
| NOVA SCOTIA | 34,700 | 7,875 | 14,928 | 10,059 | 1,838 | 35,748 |
| Male | 27,928 | 6,416 | 12,316 | 7,976 | 1,220 | 28,841 |
| Female | 6,772 | 1,459 | 2,612 | 2,083 | 618 | 6,907 |
| NEW BRUNSWICK | 32,277 | 5,939 | 11,835 | 12,666 | 1,837 | 34,143 |
| Male | 24,706 | 4,653 | 9,713 | 9,242 | 1,098 | 27,399 |
| Female | 7,571 | 1,286 | 2,122 | 3,424 | 739 | 6,744 |
| QUEBEC | 190,796 | 51,483 | 67,243 | 56,398 | 15,672 | 210,607 |
| Male | 143,104 | 40,568 | 52,773 | 41,720 | 8,043 | 163,717 |
| Female | 47,692 | 10,915 | 14,470 | 14,678 | 7,629 | 46,890 |
| ONTARIO | 163,388 | 51,549 | 56,441 | 41,487 | 13,911 | 194,317 |
| Male | 103,099 | 34,375 | 37,190 | 25,183 | 6,351 | 124,490 |
| Female | 60,289 | 17,174 | 19,251 | 16,304 | 7,560 | 69,827 |
| MANITOBA | 23,584 | 6,027 | 9,118 | 6,883 | 1,556 | 25,603 |
| Male | 16,925 | 4,020 | 6,757 | 5,371 | 777 | 18,817 |
| Female | 6,659 | 2,007 | 2,361 | 1,512 | 779 | 6,786 |
| SASKATCHEWAN | 22,500 | 4,483 | 8,515 | 8,213 | 1,289 | 20,484 |
| Male | 17,795 | 3,471 | 6,815 | 6,852 | 657 | 16,231 |
| Female | 4,705 | 1,012 | 1,700 | 1,361 | 632 | 4,253 |
| ALBERTA | 24,962 | 7,261 | 9,481 | 6,440 | 1,780 | 26,059 |
| Male | 17,993 | 5,495 | 7,099 | 4,668 | 731 | 19,232 |
| Female | 6,969 | 1,766 | 2,382 | 1,772 | 1,049 | 6,827 |
| BRITISH COLUMBIA | 63,578 | 17,923 | 20,837 | 20,224 | 4,594 | 70,450 |
| Male | 43,121 | 13,150 | 14,530 | 13,287 | 2,154 | 48,420 |
| Female | 20,457 | 4,773 | 6,307 | 6,937 | 2,440 | 22,030 |

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

**TABLE F-1**—Total and Main Components of the Consumer Price Index

| | *Total* | *Food* | *Housing* | *Clothing* | *Trans-portation* | *Health and Personal Care* | *Recreation and Reading* | *Tobacco and Alcohol* |
|---|---|---|---|---|---|---|---|---|
| | | | | (1961 = 100) | | | | |
| 1964—Year | 104.8 | 106.8 | 103.9 | 106.0 | 101.0 | 108.9 | 103.9 | 103.4 |
| 1965—Year | 107.4 | 109.6 | 105.8 | 107.9 | 104.8 | 113.0 | 105.6 | 105.1 |
| 1966—Year | 111.4 | 116.6 | 108.7 | 112.0 | 107.3 | 116.5 | 108.6 | 107.6 |
| 1967—Year | 115.4 | 118.1 | 113.4 | 117.6 | 111.8 | 122.5 | 114.1 | 110.4 |
| 1968—Year | 120.1 | 122.0 | 118.6 | 121.1 | 114.6 | 127.4 | 119.7 | 120.4 |
| 1968 —May | 119.3 | 120.1 | 117.9 | 120.7 | 114.5 | 127.4 | 119.2 | 121.3 |
| June | 119.7 | 120.5 | 118.3 | 121.2 | 115.1 | 127.4 | 119.2 | 121.3 |
| July | 120.4 | 122.5 | 118.8 | 121.0 | 115.1 | 128.0 | 119.6 | 121.3 |
| August | 120.7 | 123.9 | 118.9 | 120.6 | 115.1 | 128.2 | 119.9 | 121.3 |
| September | 121.1 | 123.4 | 119.8 | 121.2 | 115.4 | 128.5 | 121.0 | 121.3 |
| October | 121.4 | 122.9 | 120.3 | 122.8 | 114.9 | 129.0 | 121.4 | 121.3 |
| November | 121.9 | 123.4 | 120.9 | 123.4 | 115.7 | 129.4 | 123.3 | 121.3 |
| December | 122.3 | 124.5 | 121.0 | 123.4 | 115.7 | 129.4 | 123.3 | 121.3 |
| 1969—January | 122.6 | 125.1 | 121.9 | 121.5 | 116.3 | 129.5 | 124.2 | 121.3 |
| February | 122.6 | 123.9 | 122.3 | 121.8 | 117.3 | 129.6 | 124.7 | 121.9 |
| March | 123.2 | 123.8 | 122.8 | 123.8 | 118.3 | 129.5 | 125.1 | 121.9 |
| April | 124.6 | 125.0 | 123.7 | 124.3 | 119.9 | 133.7 | 125.4 | 125.5 |
| May | 124.9 | 125.1 | 124.2 | 123.8 | 120.4 | 134.2 | 127.4 | 125.8 |
| | | | | (1949 = 100) | | | | |
| May | 161.4* | | | | | | | |

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2**—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1969

| | *All-Items* | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | *May 1969* | *April 1969* | *May 1968* | *Food* | *Housing* | *Clothing* | *Trans-portation* | *Health and Personal Care* | *Recrea-tion and Reading* | *Tobac and Alcoh* |
| | | | | | | (1961 = 100) | | | | |
| St. John's, Nfld. | 119.0 | 118.7 | 115.7 | 119.0 | 113.1 | 125.9 | 111.8 | 128.8 | 109.1 | 143. |
| Halifax | 119.3 | 119.0 | 113.4 | 124.5 | 111.8 | 123.3 | 111.4 | 134.1 | 125.2 | 127. |
| Saint John | 119.5 | 119.3 | 114.7 | 123.2 | 111.3 | 126.6 | 117.9 | 128.6 | 126.7 | 126. |
| Montreal | 121.4 | 121.0 | 117.6 | 124.2 | 112.6 | 121.6 | 122.1 | 127.4 | 136.8 | 128. |
| Ottawa | 122.7 | 121.9 | 117.5 | 127.1 | 113.0 | 124.9 | 118.4 | 136.1 | 136.2 | 132. |
| Toronto | 123.3 | 123.2 | 118.5 | 123.8 | 117.2 | 126.3 | 125.8 | 134.1 | 123.6 | 130. |
| Winnipeg | 122.2 | 121.9 | 117.2 | 124.1 | 111.7 | 130.1 | 123.4 | 138.2 | 126.6 | 129. |
| Saskatoon-Regina | 118.9 | 118.3 | 115.2 | 123.3 | 112.8 | 124.5 | 113.3 | 125.2 | 126.9 | 121. |
| Edmonton-Calgary | 120.8 | 120.3 | 115.6 | 124.6 | 114.8 | 124.0 | 117.4 | 136.7 | 127.7 | 115. |
| Vancouver | 118.5 | 118.2 | 114.4 | 124.6 | 112.3 | 122.4 | 115.9 | 128.3 | 118.2 | 113. |

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as betw cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1**—Strikes and Lockouts, 1964-69

| Month or Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year | | | |
|---|---|---|---|---|---|
| | | | | Duration in Man-Days | |
| | | Strikes and Lockouts | Workers Involved | Man-Days | Per cent of Estimated Working Time |
| 1964 | 327 | 343 | 100,535 | 1,580,550 | 0.11 |
| 1965 | 478 | 501 | 171,870 | 2,349,870 | 0.17 |
| 1966 | 582 | 617 | 411,459 | 5,178,170 | 0.34 |
| 1967 | 498 | 522 | 252,018 | 3,974,760 | 0.25 |
| 1968 | 559 | 582 | 223,562 | 5,082,730 | 0.32 |
| 1968—May | 64 | 116 | 30,993 | 410,710 | 0.30 |
| June | 75 | 152 | 46,215 | 544,310 | 0.42 |
| July | 36 | 137 | 62,069 | 867,810 | 0.59 |
| August | 57 | 146 | 59,956 | 635,340 | 0.43 |
| September | 42 | 124 | 30,065 | 346,140 | 0.27 |
| October | 26 | 91 | 20,047 | 313,990 | 0.22 |
| November | 19 | 70 | 14,563 | 221,540 | 0.16 |
| December | 17 | 58 | 13,196 | 104,980 | 0.08 |
| 1969—January | 33 | 64 | 10,048 | 125,680 | 0.09 |
| February | 26 | 62 | 15,467 | 137,070 | 0.11 |
| March | 38 | 83 | 22,696 | 169,120 | 0.13 |
| April | 50 | 95 | 30,211 | 272,490 | 0.20 |
| May | 64 | 125 | 108,563 | 1,099,450 | 0.79 |

Preliminary.

**TABLE G-2**—Strikes and Lockouts, May 1969 by Industry (Preliminary)

| Industry | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Forestry | — | — | — |
| Mines | 10 | 4,350 | 62,460 |
| Manufacturing | 60 | 13,289 | 160,240 |
| Construction | 22 | 39,228 | 694,050 |
| Transportation and utilities | 5 | 6,877 | 91,230 |
| Trade | 10 | 2,520 | 39,010 |
| Finance | — | — | — |
| Service | 15 | 41,300 | 48,880 |
| Public administration | 3 | 999 | 3,580 |
| All Industries | 125 | 108,563 | 1,099,450 |

**TABLE G-3**—Strikes and Lockouts, May 1969 by Jurisdiction (Preliminary)

| Jurisdiction | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Newfoundland | 3 | 1,836 | 11,170 |
| Prince Edward Island | — | — | — |
| Nova Scotia | 4 | 293 | 2,820 |
| New Brunswick | 4 | 506 | 1,930 |
| Quebec | 35 | 56,334 | 267,650 |
| Ontario | 49 | 37,320 | 674,070 |
| Manitoba | — | — | — |
| Saskatchewan | 4 | 440 | 3,210 |
| Alberta | 5 | 573 | 12,030 |
| British Columbia | 18 | 4,791 | 37,920 |
| Federal | 3 | 6,470 | 88,650 |
| All Jurisdictions | 125 | 108,563 | 1,099,450 |

**TABLE G-4**—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary)

| *Industry, Employer* — *Location* | *Union* | *Workers Involved* | *Duration in Man-Days* — *May* | *Duration in Man-Days* — *Accumulated* | *Starting Date* — *Termination Date* | *Major Issues* — *Result* |
|---|---|---|---|---|---|---|
| MINES | | | | | | |
| *Metal* | | | | | | |
| Granduc Mines Limited, Stewart, B.C. | Labourers Loc. 168 (AFL-CIO/CLC) | 171 | 3,590 | 10,600 | Mar. 4 — | 5-day workweek— |
| Caland Ore Ltd., Atikokan, Ont. | Steelworkers Loc. 5855 (AFL-CIO/CLC) | 323 | 6,140 | 6,140 | May 4 — | Wages— |
| Wabush Mines Co., Pointe Noire, Que. | Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC) | 463 | 7,870 | 7,870 | May 7 — | Wages, hours— |
| Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que. | Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC) | 1,030 | 14,420 | 14,420 | May 11 — | Wages, hours— |
| Quebec Cartier Mining Co., Port Cartier and Gagnon, Que. | Steelworkers Locs. 6869 & 5778 (AFL-CIO/CLC) | 1,100 | 14,300 | 14,300 | May 13 — | Wages, hours— |
| Gaspe Copper Mines Ltd., Murdochville, Que. | Steelworkers Loc. 6086 (AFL-CIO/CLC) | 700 | 8,400 | 8,400 | May 14 — | Wages— |
| *Non-Metal* | | | | | | |
| Canadian Rock Salt Co., Ojibway Mines, Essex, Ont. | Auto Workers Loc. 195 (CLC) | 173 | 3,630 | 7,600 | Mar. 30 — | Wages— |
| Advocate Mines Ltd., Baie Verte, Nfld. | Asbestos Workers Loc. 1612 (AFL-CIO/CLC) | 330 | 2,970 | 2,970 | May 22 — | Wages— |
| MANUFACTURING | | | | | | |
| *Food and Beverages* | | | | | | |
| Nestle (Canada) Ltd., Chesterville, Ont. | Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC) | 199 | 1,390 | 10,750 | Feb. 22 May 12 | Wages—10% increase eff. No 1968, 8% efl. Nov. 1, 1969, and one half for Saturdays. |
| St-Lawrence Sugar Co. Ltd., Montreal, Que. | Bakery Workers Loc. 333 (CLC) | 270 | 5,670 | 9,180 | Apr. 14 — | Wages— |
| Canada and Dominion Sugar Co. Ltd., Montreal, Que. | Bakery Workers Loc. 333 (CLC) | 400 | 4,800 | 9,600 | Apr. 15 May 20 | Wages—12% wage increase o 2-yr. contract. |
| Canada Starch Co. Ltd., Cardinal, Ont. | Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC) | 500 | 10,500 | 12,000 | Apr. 26 — | Wages, other benefits— |
| Vachon Inc., Ste-Marie de Beauce, Que. | Bakery Workers Loc. 482 (CLC) | 612 | 7,960 | 7,960 | May 13 — | Wages, hours, working condit other benefits— |
| Fisheries Corp. Ltd., Harbour Grace, Nfld. | Unorganized | 300 | 450 | 450 | May 22 May 23 | Suspension of seven workers refusing to work overtime- turn of workers. |

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)

| Industry, Employer — Location | Union | Workers Involved | Duration in Man-Days: May | Duration in Man-Days: Accumulated | Starting Date — Termination Date | Major Issues — Result |
|---|---|---|---|---|---|---|
| Liqueurs Saguenay Ltée, Chicoutimi, Que. | Commerce and Office Employees (CNTU) | 110 | 110 | 110 | May 30 — | Renewal of contract— |
| *Leather* | | | | | | |
| Hartt Boot & Shoe, Fredericton, N.B. | Food and Allied Workers Loc. 694 (AFL-CIO/CLC) | 153 | 1,220 | 1,220 | May 21 — | Wages— |
| *Wood* | | | | | | |
| Crestbrook Forest Industries Limited, Fort MacLeod, Alta. | Woodworkers Loc. 1-206 (AFL-CIO/CLC) | 105 | 2,210 | 12,090 | Dec. 17 — | Wages, fringe benefits, holidays— |
| *Furniture and Fixtures* | | | | | | |
| Princeville Furniture Inc., Princeville, Que. | Building and Woodworkers' Federation (CNTU) | 150 | 2,700 | 6,000 | Mar. 31 May 28 | Not reported—Not reported. |
| Vilas Industries Ltd., Cowansville, Que. | Building and Woodworkers' Federation (CNTU) | 300 | 1,800 | 1,800 | May 23 — | Not reported— |
| *Paper* | | | | | | |
| Lily Cups Limited, Scarborough, Ont. | Printing Pressmen Loc. 466 (AFL-CIO/CLC) | 300 | 6,300 | 19,050 | Feb. 28 — | Failure to reach agreement— |
| The Bowaters' Nfld. Ltd., Corner Brook, Nfld. | Four unions | 1,206 | 7,750 | 35,310 | Mar. 30 May 10 | Integration of company pension plan and Canada Pension plan—Return of workers when issue settled. |
| Consolidated-Bathurst Packaging Ltd., Port Whitby, Ont. | Woodworkers Loc. 242 (AFL-CIO/CLC) | 108 | 50 | 50 | May 5 May 5 | Disagreement between management and six workers—Union ordered men back to work. |
| *Printing and Publishing* | | | | | | |
| Council of Printing Industries of Ontario, Toronto, Ont. | Printing Pressmen Loc. 10 (AFL-CIO/CLC) | 475 | 8,550 | 10,450 | Apr. 25 May 26 | Wages—Wage increases. |
| *Primary Metals* | | | | | | |
| East Coast Smelting & Chemical Co. Limited, Belledune, N.B. | Steelworkers Loc. 7085 (AFL-CIO/CLC) | 310 | 620 | 620 | May 22 May 26 | Alleged grievances—Return of workers. |
| *Metal Fabricating* | | | | | | |
| Nicholson File Co. of Canada Ltd., Port Hope, Ont. | Steelworkers Loc. 6497 (AFL-CIO/CLC) | 237 | 2,130 | 19,670 | Jan. 16 May 14 | Wages, contract language—Wage increase, other improved benefits. |
| Donald Rope & Wire Cloth Ltd., Hamilton, Ont. | Steelworkers Loc. 3325 (AFL-CIO/CLC) | 240 | 3,120 | 3,120 | May 13 — | Wages— |
| *Machinery* | | | | | | |
| Canron Limited, Three Rivers, Que. | Steelworkers (AFL-CIO/CLC) | 450 | 900 | 900 | May 12 May 14 | Wages, seniority, other benefits—Not reported. |
| Otis Elevator Co. Ltd., Hamilton, Ontario. | Steelworkers Loc. 1762 (AFL-CIO/CLC) | 553 | 7,190 | 7,190 | May 14 — | Wages, working conditions— |

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)

| Industry, Employer — Location | Union | Workers Involved | Duration in Man-Days: May | Duration in Man-Days: Accumulated | Starting Date — Termination Date | Major Issues — Result |
|---|---|---|---|---|---|---|
| *Transportation Equipment* | | | | | | |
| Fairbanks Morse (Canada) Limited, Kingston, Ontario. | U.E. Loc. 422 (Ind.) | 117 | 2,460 | 3,980 | Apr. 12 — | Wages— |
| Sicard Inc., Ste. Therese, Que. | Auto Workers Locs. 728 & 1146 (CLC) | 530 | 11,130 | 15,370 | Apr. 21 — | Wages— |
| Kelsey Hayes (Canada) Ltd., Woodstock, Ont. | Auto Workers Loc. 636 (CLC) | 360 | 1,800 | 2,880 | Apr. 27 May 7 | Wages, other benefits—Wage creases, other improved benefit |
| Northwest Industries Ltd., Edmonton, Alta. | Machinists Loc. 1579 (AFL-CIO/CLC) | 400 | 8,400 | 8,400 | May 1 — | Wages— |
| *Electrical Products* | | | | | | |
| Fergus Cables Ltd., Div. of Canada Wire & Cable Ltd., Fergus, Ont. | I.B.E.W. Loc. 804, (AFL-CIO/CLC) | 184 | 3,860 | 10,480 | Mar. 11 — | Wages, working conditions— |
| McGraw-Edison (Canada) Ltd., Scarborough, Ont. | Steelworkers Loc. 7134 (AFL-CIO/CLC) | 223 | 3,790 | 10,920 | Mar. 17 May 27 | Failure to reach agreemen Increase of 7½% across the boa other improved benefits. |
| Lenkurt Electric Co., Burnaby, B.C. | I.B.E.W. Loc. 264 (AFL-CIO/CLC) | 450 | 4,950 | 8,550 | Apr. 21 May 16 | Wages—Return of workers. |
| *Non-Metallic Mineral Products* | | | | | | |
| Canadian Salt Ltd., Windsor, Ont. | Auto Workers Locs. 195 & 240 (CLC) | 107 | 2,250 | 9,710 | Jan. 9 — | Delay in new contract negotiatio |
| Dominion Glass Company Limited, Wallaceburg, Ont. | Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC) | 831 | 830 | 20,690 | Mar. 27 May 2 | Wages, other benefits—Return workers. |
| Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont. | Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC) | 300 | 6,300 | 11,100 | Apr. 9 — | Wages in a first agreement— |
| Asbestonos Corporation Ltd., St. Lambert, Que. | Les Travailleurs Unis de St. Lambert Inc. | 150 | 2,850 | 2,850 | May 5 — | Not reported— |
| *Petroleum & Coal Products* | | | | | | |
| Six oil refineries, Lower Mainland, B.C. | Oil Workers, Loc. 9-601 (AFL-CIO/CLC) | 700 | 4,940 | 4,940 | May 21 — | Wages, fringe benefits— |
| *Chemical Products* | | | | | | |
| Canadian Liquid Air Ltd., Montreal, Que. | Steelworkers Loc. 6394 (AFL-CIO/CLC) | 320 | 6,720 | 10,880 | Apr. 14 — | Wages, jobs evaluation, emplo classifications— |
| Liquid Carbonic Ltd., Scarborough, Ont. | District 50 (U.M.W.A.) Loc. 12998 (Ind.) | 100 | 200 | 200 | May 26 May 29 | Suspension of one employee cause—Return of workers. |
| *Miscellaneous Manufacturing* | | | | | | |
| North American Plastics Ltd., Wallaceburg, Ont. | Auto Workers Loc. 251 (CLC) | 295 | 6,200 | 77,120 | May 17 1968 | Wages, union security, griev procedure— |

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)

| Industry, Employer — Location | Union | Workers Involved | Duration Man-Days May | Duration Man-Days Accumulated | Starting Date — Termination Date | Major Issues — Results |
|---|---|---|---|---|---|---|
| The Lufkin Rule Co. of Canada Ltd., Barrie, Ont. | Steelworkers Loc. 6709 (AFL-CIO/CLC) | 190 | 3,990 | 6,460 | Apr. 14 — | Wages— |
| CONSTRUCTION | | | | | | |
| Several plumbing contractors, Various locations Northwestern Ontario. | Plumbers Loc. 508 (AFL-CIO/CLC) | 200 | 4,200 | 45,000 | July 15 — | Wages, other benefits— |
| Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont. | Sheet Metal Workers Loc. 397 (AFL-CIO/CLC) | 225 | 450 | 10,140 | Feb. 28 May 5 | Wages, fringe benefits—$1.15 per hr. increase over a 28 mo. contract; 5-day and 40-hour work week. |
| Mechanical Industrial Relations Associations, Province-wide, B.C. | Plumbers Loc. 170 (AFL-CIO/CLC) | 900 | 11,700 | 22,500 | Apr. 15 May 21 | Wages, other benefits—$1.16 an hr. increase retroactive Apr. 1, 1969, 32¢ Nov 1, 1969; other improved benefits. |
| B.C. Lathing & Plastering Contractors Association, Greater Vancouver area, B.C. | Various unions | 181 | 910 | 2,720 | Apr. 17 May 8 | Wages, fringe benefits, length of contract—37¢ an hr. increase immediately, 23¢ Dec. 1, 1969; 7½ from 8-hour day, other improved benefits. |
| Toronto Construction Association, Metro Toronto, Ont. | Various unions | 25,000 | 528,500 | 528,500 | May 1 — | Wages— |
| Hamilton Construction Association, Hamilton, Ont. | Various unions | 1,058 | 19,400 | 19,400 | May 2 — | Wages— |
| Various Construction Associations and Federation, Quebec and area & lower St. Lawrence and area, Que. | Building and Woodworkers' Federation (CNTU) | 7,000 | 98,000 | 98,000 | May 12 — | Wages, hours, security of employment, seniority— |
| Master Insulators' Association of Ontario Inc., Various locations, Ontario. | Asbestos Workers Loc. 95 (AFL-CIO/CLC) | 800 | 9,600 | 9,600 | May 14 — | Wages— |
| Electrical Contractors Assoc. of Ottawa, Ottawa, Ontario. | I.B.E.W. Loc. 586 (AFL-CIO/CLC) | 1,667 | 12,650 | 12,650 | May 15 — | Wages— |
| Fischbach & Moore, Colonsay, Sask. | Various unions | 223 | 340 | 340 | May 26 May 28 | Jurisdictional dispute—Return of workers. |
| Several Electrical Contractors, Metro Vancouver, B.C. | I.B.E.W. Loc. 213 (AFL-CIO/CLC) | 120 | 600 | 600 | May 26 — | Wages, working conditions— |
| Windsor Construction Association, Windsor, Ontario. | Various unions | 1,506 | 4,520 | 4,520 | May 28 — | Wages— |

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)

| Industry, Employer — Location | Union | Workers Involved | Duration Man-Days May | Duration Man-Days Accumulated | Starting Date — Termination Date | Major Issues — Results |
|---|---|---|---|---|---|---|
| TRANSPORTATION AND UTILITIES | | | | | | |
| *Transportation* | | | | | | |
| *Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man. | Teamsters various locals (Ind.) | 100 | 2,480 | 8,070 | Feb. 19 — | Hours of work, safety conditions |
| *Air Canada, Canada-wide. | Machinists various locals (AFL-CIO/CLC) | 6,330 | 85,910 | 131,120 | Apr. 21 May 20 | Wages—16% wage increase ov 26-month period; improved frin benefits. |
| Vancouver Island Coach Lines Ltd., Victoria, B.C. | Railway, Transport and General Workers Loc. 234 (CLC) | 107 | 1,830 | 1,830 | May 8 — | Wages, working conditions— |
| *Power, Gas and Water* | | | | | | |
| Ontario Hydro Electric Power Commission, Pickering, Ont. | I.B.E.W. Loc. 1788 (AFL-CIO/CLC) | 300 | 750 | 750 | May 9 May 14 | Alleged dispute over installati of communication equipmen Return of workers. |
| TRADE | | | | | | |
| Metro Toronto News Ltd., Scarborough, Ont. | Teamsters Loc. 419 (Ind.) | 160 | 3,360 | 15,360 | Jan. 15 — | Disagreement over new contrac |
| Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Qué. | Metal Trades' Federation (CNTU) | 1,335 | 28,040 | 42,730 | Apr. 16 — | Wages, other matters— |
| *Retail* | | | | | | |
| Various grocery supermarkets, Metro Vancouver, B.C. | Butcher Workmen Loc. 212 (AFL-CIO/CLC) | 800 | 4,670 | 4,670 | May 24 — | Wages, 4-day work week, jo security— |
| SERVICE | | | | | | |
| *Education* | | | | | | |
| Government of Quebec (various school commissions), Carleton, Bonaventure & Louis Hémon, P.Q. | C.E.Q. | 430 | 430 | 430 | May 8 May 9 | Delay in negotiations—Retur teachers. |
| Government of Quebec (various school commissions), Province-wide, Que. | CEQ and PAPT | 40,000 | 40,000 | 40,000 | May 14 May 15 | Delay in negotiations—Retur teachers. |
| Moose Jaw School Unit No. 22, Moose Jaw and area, Saskatchewan. | Saskatchewan Teachers' Federation | 102 | 1,220 | 1,220 | May 15 — | Over decision to dismiss teac refusing to continue volur noon-hour supervisory dutie |

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Concluded)

| *Industry, Employer — Location* | *Union* | *Workers Involved* | *Duration Man-Days* | | *Starting Date — Termination Date* | *Major Issues — Result* |
|---|---|---|---|---|---|---|
| | | | *May* | *Accumulated* | | |
| Government of B.C. (Powell River School Board), Powell River, B.C. | B.C. Teachers' Federation | 220 | 220 | 220 | May 29 May 30 | Over govt's proposed education formula—Return of teachers. |
| *Health and Welfare* | | | | | | |
| La Pieta Hospital, Hull, Quebec. | Service Employees' Federation (CNTU) | 110 | 1,180 | 2,200 | Apr. 18 May 15 | Working conditions—Return of workers. |
| *Personal Services* | | | | | | |
| Cara Operations Ltd., Montreal, Quebec. | Auto Workers Loc. 698 (CLC) | 200 | 2,200 | 2,800 | Apr. 12 May 16 | Wages, fringe benefits—Retroactive pay of $150; wage increases; other improvements. |
| PUBLIC ADMINISTRATION | | | | | | |
| *Local Administration* | | | | | | |
| Corporation of Richmond, Richmond, B.C. | Public Employees Loc. 394 (CLC) | 227 | 910 | 910 | May 27 — | Wages, fringe benefits— |
| Corporation of the District of Burnaby, Burnaby, B.C. | Public Employees Loc. 23 (CLC) | 750 | 2,250 | 2,250 | May 28 — | Wages, working conditions— |

*Federal jurisdiction.

TABLE H—Employment Fatalities in Canada During First Quarter of 1969

| | *Agriculture* | *Forestry* | *(1) Fishing* | *(2) Mining* | *Manufacturing* | *Construction* | *(3) Transportation* | *Trade* | *(4) Finance* | *(5) Service* | *(6) Public Administration* | *Total* | *Per Cent of Total* |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| By Industry* and Age Group | | | | | | | | | | | | | |
| 14-19 | 1 | 1 | — | 1 | 2 | — | — | — | — | 2 | — | 7 | 3.4 |
| 20-24 | — | 3 | — | 10 | 6 | 6 | 3 | — | — | — | 1 | 29 | 14.2 |
| 25-44 | 1 | 11 | — | 13 | 11 | 17 | 26 | 7 | — | 1 | 8 | 95 | 46.3 |
| 45-64 | 1 | 3 | — | 7 | 13 | 11 | 13 | 2 | 1 | 3 | 3 | 57 | 27.8 |
| 65 and over | — | — | — | 4 | 6 | 2 | 1 | 1 | — | — | 3 | 17 | 8.3 |
| TOTAL | 3 | 18 | — | 35 | 38 | 36 | 43 | 10 | 1 | 6 | 15 | 205** | 100.0 |
| By Industry and Occupation† | | | | | | | | | | | | | |
| Farmers (a) | 3 | — | — | — | — | — | — | — | — | 1 | 1 | 5 | 2.4 |
| Loggers (b) | — | 14 | — | — | — | — | — | — | — | — | 2 | 16 | 7.8 |
| Fishermen (c) | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Miners (d) | — | — | — | 27 | 1 | — | — | — | — | — | — | 28 | 13.7 |
| Craftsmen (e) | — | 1 | — | 7 | 23 | 20 | 11 | 3 | — | — | 1 | 66 | 32.2 |
| Labourers (f) | — | — | — | — | 5 | 13 | 5 | 1 | — | — | 5 | 29 | 14.1 |
| Transport (g) | — | 3 | — | — | 4 | 1 | 24 | 2 | — | 2 | 1 | 37 | 18.0 |
| Managerial | — | — | — | — | 2 | 1 | 1 | 2 | — | — | — | 6 | 3.0 |
| Professional (h) | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Clerical | — | — | — | — | — | — | 1 | — | — | — | — | 1 | 0.5 |
| Sales | — | — | — | — | — | — | — | 2 | — | 1 | — | 3 | 1.5 |
| Service (i) | — | — | — | 1 | 3 | 1 | 1 | — | 1 | 2 | 5 | 14 | 6.8 |
| TOTAL | 3 | 18 | — | 35 | 38 | 36 | 43 | 10 | 1 | 6 | 15 | 205** | 100.0 |
| By Industry and Type of Accident‡ | | | | | | | | | | | | | |
| Struck by objects (j) | — | 14 | — | 11 | 7 | 9 | 7 | 2 | — | 1 | 4 | 55 | 26.8 |
| Falls and slips (k) | — | — | — | 4 | 7 | 8 | 10 | — | — | 2 | 4 | 35 | 17.1 |
| Collisions, derailments (l) | — | 2 | — | 3 | 6 | 2 | 17 | 3 | — | 2 | 1 | 36 | 17.6 |
| Caught in, on, between (m) | 3 | 2 | — | 5 | 5 | 6 | 3 | 1 | — | 1 | 2 | 28 | 13.7 |
| Inhalations (n) | — | — | — | 8 | 6 | 1 | — | 1 | — | — | 3 | 19 | 9.3 |
| Conflagrations (o) | — | — | — | 2 | 3 | 7 | 3 | 2 | — | — | — | 17 | 8.3 |
| Electric current (p) | — | — | — | — | 2 | — | 1 | — | — | — | — | 3 | 1.5 |
| Over-exertion (q) | — | — | — | 1 | — | 2 | 1 | — | — | — | — | 4 | 1.9 |
| Striking against (r) | — | — | — | — | — | 1 | — | 1 | — | — | — | 2 | 0.9 |
| Miscellaneous (s) | — | — | — | 1 | 2 | — | 1 | — | 1 | — | 1 | 6 | 2.9 |
| TOTAL | 3 | 18 | — | 35 | 38 | 36 | 43 | 10 | 1 | 6 | 15 | 205** | 100.0 |
| PER CENT OF TOTAL | 1.5 | 8.8 | — | 17.1 | 18.5 | 17.6 | 20.9 | 4.9 | 0.5 | 2.9 | 7.3 | 100.0 | |

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and rel workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations workers Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorpt ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Viol bites, stings, etc.

**Of these totals, 179 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 26 were obta from other sources.

# Canada Department of Labour Publications

**(Continued from inside front cover)**

## Legislation Branch

*Labour Standards in Canada.* Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly restday, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section), and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/1968.

*Workmen's Compensation in Canada 1967*—A Comparison of Provincial Laws, December 1967. (English or French). Price $1.25, Cat. No. L2-6/1968.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English). Price 55 cents, Cat. No. L14-2061.

*Judicial Review of Decisions of Labour Relations Boards in Canada,* by Jan K. Wanczycki. 1969. (English or French). Price 50 cents, Cat. No. L34-1869.

## Occasional Papers

1. *Impact and Implications of Office Automation,* by J. C. McDonald, 1964. Price 50 cents, Cat. No. L2-26/1.

2. *Changes in the Occupational Composition of the Canadian Labour Force,* by Noah M. Meltz, 1931-1961. 1965. Price $2.00, Cat. No. L2-26/2.

3. *Wage Determination in Canada,* by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4. *Studies in the Economics of Education,* by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5. *Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada,* by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

## Women's Bureau

*Women at Work in Canada.* A fact book on the female labour force of 1964. A report on women in the working force, their characteristics, occupations and earnings, legislation affecting women workers and conditions of work. (English or French). Price 60 cents, Cat. No. L38-664.

*Occupational Histories of Married Women Working for Pay in Eight Canadian Cities.* A companion report on the place of gainful work in the lives of individual women, compiled from the results of the same survey. (English or French). Price 35 cents, Cat. No. L38-1060.

*Equal Pay for Equal Work.* The growth of the idea in Canada. A review of the equal pay laws enacted by the federal Parliament and eight provincial legislatures and the challenge they present to women. (English). Price 25 cents, Cat. No. L38-859.

*Maternity Protection for Women Workers in Canada.* A description of a survey of maternity leave in business and industry, dealing with provisions in collective agreements and policies resulting from unilateral management decisions. 1967. Price 35 cents, Cat. No. L38-2467.

*If I Go to University.* Describes some of the factors to be considered in career decision. Price 25 cents, Cat. No. L38-2266.

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